### CITY OF SOMERVILLE PURCHASING DEPARTMENT Request for Quotes (RFQ) #14-80

The City of Somerville, through the Purchasing Department invites quotes for:

Davis Square Parking Garage Repair

#### Scope of Work Statement

The attached drawings are to be used for this project.

The City will award the contract to the responsible contractor offering to perform the scope for the lowest price. The awarded contractor shall furnish a Certificate of Insurance listing the City of Somerville as an additional insured for one million dollars of general liability coverage. Prevailing wage and Somerville Living Wage ordinance apply.

Quotes due: Wednesday, April 30, 2014 @ 11:00 am

Anticipated contract start date: May 1, 2014

Substantial completion: May 15, 2014

Final completion: May 23, 2014

The Purchasing Director reserves the right to reject any or all quotes if, in her sole judgment, the best interest of the City of Somerville would be served by so doing.

Please contact Orazio DeLuca, Contract Manager, at <u>odeluca@somervillema.gov</u>, for any further information.

Orazio DeLuca, MCPPO Contract Manager odeluca@somervillema.gov

## APPENDIX A

QUOTE FORM

SCOPE OF SERVICES

RULE FOR AWARD

# REQUEST FOR PRICE QUOTATION

## THIS IS NOT AN ORDER

City of Somerville Office of Purchasing Director			Date:			
93 Highland	_					
Somerville, MA 02143 Telephone # (617) 625-6600 Ext. 3400 Fax # (617) 625-1344  RETURN TO THE ATTENTION OF: Orazio DeLuca, Contract Manager odeluca@somervillema.gov		You are invited to quote pricing on the following items subject to the terms and conditions set forth herein and attached hereto Price quotations must be submitted by:  Wednesday, April 30, 2014 @ 11:00 AM				
DELIVERY PO F.O.B. DESTIN		y of Somerville				
QUANTITY	UNIT	DESCRIPTION	MFG. & MODEL#	UNIT PRICE	TOTAL	
Final Complete REQUIRED	mpletion on:	Square Parking Garage Repair May 1, 2014 to April 30, 2015  : May 15, 2014 May 23, 2014 Prevailing Wages/Insurance  Scope of work attached  ICES SHALL INCLUDE TRANS F ANY, PREPAID TO THE CITY	PORTATION		\$ HARGES.	
Pursuant to M.G.L. c. 62C, §49A, I certify under the penalties of perjury that, to the best of my knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support, as well as paid all contributions and payments in lieu of contributions pursuant to MGL 151A, §19A(b).  ALL QUOTATIONS MUST BE SIGNED		COMPANY  X  PRINT NAME AND TITLE OF PERSON SIGNING  STREET ADDRESS				
X SIGNATURE OF VENDOR		CITY, ST	ГАТЕ	ZIP CODE		
			TELEPHON	E NUMBER	FAX NUMBER	
			FID NIIMRI	ER / SOCIAL SECURI	TV NIMRER	

# **SCOPE OF SERVICES**

Davis Square Parking Garage Repair

See attached scope of work

#### SCOPE OF WORK - SPECIAL PROVISIONS

#### **DEFINITIONS**

The following definitions apply to these Special Provisions:

"Municipality" and the "City" shall mean the City of Somerville, the municipality in which the Contract work is to be performed.

#### SCHEDULE OF OPERATIONS

The Contractor shall take into consideration that the site is an actively used parking facility. The location of the repair is at the entrance to the upper level of the parking garage. The area of repair is directly above parking spaces in the underground parking garage.

It is intended that the upper level parking garage be accessible at all times. The entrance is approximately 22'-9" wide. An opening of at least 12 feet shall be maintained at all times during construction to allow for entrance and exit of vehicles during working hours as well as after construction work hours. If possible, the largest possible opening shall be maintained while still protecting the work zone.

The Contractor shall provide a construction schedule as a Gantt chart in MS Project format both electronically and hard copy before beginning any construction. The schedule shall include all components of construction. The schedule shall provide sufficient detail as approved by the engineer and/or owner. The schedule shall include time periods when the contractor will be performing construction. Contractor shall provide a updated schedule at each construction meeting and when the schedule is modified. The Schedule shall be provided in hard copy and electronic (MS Project) format. All costs associated with developing and maintaining the Gantt chart shall be considered incidental to the Contract.

The repairs must be complete and the garage open to full traffic before May 27, 2014.

#### PUBLIC SAFETY AND CONVENIENCE

The Contractor shall provide necessary access for fire apparatus and other emergency vehicles through the work zone to all streets and all abutting properties at all times.

The Contractor shall provide sufficient fencing, barricades and signing and otherwise provide for security around all excavations and stockpiles. Cost for these items shall be included in the unit costs for the items of work.

The above provisions represent minimal requirements for maintenance of traffic and safety.

The Contractor's attention is directed to his responsibility to maintain safe conditions for pedestrians and Contractor's personnel, as well as vehicular traffic. The Contractor's attention is directed to the fact that the work on this project is to be performed on a facility that is used by pedestrians as well as vehicles. He shall furnish, install, maintain, and move all warning devices, barricades, signs, slow moving vehicle emblems, bridging materials, special apparel, and other safety measures and controls deemed necessary by the Engineer for the protection of motorists, pedestrians, and his own personnel.

If, at any time, in the judgment of the Owner or Engineer, the Work is not properly made safe in regard to public travel, persons on or about the Work, or public or private property, the City shall have the right to

order such safeguards to be erected and such precautions to be taken as he deems advisable, and the Contractor shall comply promptly with such orders. If, under such circumstances, the Contractor does not or cannot immediately put the work and the safeguard into proper and approved condition or if the Contractor or his representative is not upon the site so that he can be notified immediately of the insufficiency of safety precautions, the City may put the work into such condition that it shall be in its opinion, in all respects, safe. The Contractor shall pay all costs and expenses incurred by the City in so doing. Such action of the City (or its failure to take such action), shall in no way relieve or diminish the responsibility of the Contractor for any and all costs, expenses, losses, liability, claims, suits, proceedings, judgments, awards, or damages resulting from by reason of, or in connection with the failure to take precautions or the insufficiency of the safety precautions taken by him or by the City acting under authority of this section.

#### PROSECUTION OF WORK

Before starting any work under this Contract, the Contractor shall prepare and submit to the City Traffic Engineer for approval, a plan (based on the Contract Temporary Traffic Control Plans) that indicates the traffic routing proposed by the Contractor during the various stages and time periods of the work and the temporary barricades, signs, drums and other traffic control devices to be employed during each stage and time period of the work to maintain traffic and access to abutting properties.

When in the opinion of the Engineer, construction operations constitute a hazard to the safety of the travelling public in the area, the Contractor may be required to restrict or suspend operations and remove equipment from the roadway. The Contractor may also be required to suspend operations during certain hours and to remove the Contractor's equipment from the area.

Areas outside the limits of proposed work disturbed by the Contractor's operations shall be restored by the Contractor to their original condition at the Contractor's expense.

#### **DISPOSAL OF SURPLUS MATERIALS**

All existing and other materials not required or needed for use on the project, and not required to be removed and stacked, shall become the property of the Contractor and shall be removed from the site during the construction period and disposed of legally. All disposal facilities shall be approved by the City. No separate payment will be made for this work, but all costs in connection therewith shall be included in the prices bid for various Contract items.

#### TEMPORARY ACCESS TO AREA RESIDENTS

The work is in a densely commercial and residential district of the City and access to all properties must be maintained at all times. The Contractor shall provide safe and ready means of ingress and egress to all abutting properties in the project area, both day and night, for the duration of the project.

#### **OPEN EXCAVATIONS**

All open excavations shall be adequately safe guarded by providing temporary barricades, caution signs, lights and other means to prevent accidents to persons, and damage to property. If the excavation becomes a hazard, or if it excessively restricts traffic at any point, special construction procedures shall be taken, such as limiting the length of open excavation or requiring that the excavation shall not remain open overnight.

#### SHOP DRAWINGS SUBMITTALS

The Contractor shall submit a submittals schedule for all materials and equipment required for this Project. Submittals schedule shall indicate required dates for submitting shop drawings, samples, and product data for materials in order to meet project schedule.

The approval of Shop Drawings shall be general and shall not relieve the Contractor of his responsibility for adherence to the contract or for any error in the drawing.

The Contractor shall not receive payment for, nor will he be allowed to install any item or material, which requires shop drawing approval unless and until he has received shop drawing approval for that item from the Design Engineer with an approval stamp placed thereon.

Within 15 days after receipt of an approved shop drawing for any item, the Contractor shall provide the City written proof that he has ordered such approved materials required on the subject contract and a written confirmation of such order and delivery schedule from the manufacturer of the item. This delivery schedule shall be appropriate for timely completion of this project.

#### PERSONAL PROTECTIVE SAFETY EQUIPMENT FOR CONTRACTOR PERSONNEL

The Contractor is responsible to ensure that all personnel, including all subcontractors, working on the project are issued and are wearing all necessary personal protective safety equipment while working within the project limits. This equipment shall include, as a minimum, a hardhat and a safety vest, regardless of the type of work being performed. Other safety equipment shall be added as required to perform the work in which they are engaged and in accordance with all local, state and federal requirements in effect. Safety equipment shall be provided at no additional cost to the City.

#### CONSTRUCTION SPECIFICATIONS

The following Items reflect special conditions particular to this project.

#### REINFORCED CONCRETE EXCAVATION

The work under these Items will be full depth removal and satisfactory disposal of all disintegrated or otherwise unsatisfactory concrete from the flange of the prestressed beam as directed by the Engineer.

Sawcuts shall be located along the entire length of the excavation so as to make a clean joint or as directed by the Engineer.

The existing flange is reinforced with welded wire fabric that is intended to be retained. Care shall be taken to preserve the reinforcing steel during demolition.

Equipment: Surface preparation and concrete removal equipment shall be of the following types:

- (1) Pneumatic and Power Driven Chipping Hammers: In no event shall any pneumatic or power hammer weighing in excess of thirty-five (15) pounds be used for the removal of concrete with the intention of preserving the existing welded wire fabric.
- (2) Grit Blasting Equipment: Grit Blasting Equipment shall be capable of removing rust and old concrete from exposed reinforcing steel when deemed necessary.

During the prosecution of work under this Item for removal of disintegrated concrete, the Engineer may reject the use of any method or equipment which causes undue vibration or possible damage to the structure or any part thereof.

<u>Preparation of Surface</u>: All reinforcing bars, welded wire fabric, and concrete surfaces exposed shall be cleaned by grit blasting. No grease, dust, rust, or laitance will be allowed to remain.

The Contractor shall take all precautions necessary so as not to damage that portion of the beam which is to remain. Any steel damaged or otherwise made unsatisfactory for continued use, by the Contractor's operation, shall be replaced at his own expense. Any steel that is unsuitable for further use through no fault of the Contractor shall be replaced in kind per the direction of the Engineer, and incidental to these payment items. All reinforcing steel that is loose shall be tied tightly together using wire ties.

Protective shielding and/or tarps must be installed prior to the commencement of work on the beam to prevent debris from reaching the vehicles in the parking garage below. The protective shielding shall remain in place during the entire construction period. Protective shielding shall be incidental to these items.

<u>Final Cleaning</u>: Immediately before preparation for placement of new concrete, the exposed area to be patched shall be free of all oil, grease, rust or other foreign material. These materials shall be removed by grit blasting and by the use of compressed air.

The Contractor shall take all measures necessary to protect pedestrian and vehicular traffic from construction operations. No debris, tools, or incidental equipment of any kind will be permitted to fall into area where vehicular or pedestrian traffic exists. Any material that accidentally falls into such area shall be removed immediately. All materials removed under this item shall be removed from the job site and disposed of in a lawful manner.

#### **CONCRETE PATCH**

The work under this Item will be placement of the new concrete patch material and replacement of the damaged joint between the adjacent concrete beam.

The concrete patch for the beam top flange shall be cement based patching material similar to ThoRoc 10-60 or equivalent. The patch material shall be mixed and placed according to the manufactures recommendations. The patching material shall be supplemented with 3/8 inch diameter clean, washed, and well graded pea gravel.

The concrete patch material must have a minimum compressive strength of 5,000 psi at 24 hours.

#### Corrosion Inhibitor

The cement patching material shall be mixed with a corrosion inhibitor such as Sika FerroGard 901 or equivalent per manufacturer's recommendations.

The existing concrete surfaces shall be treated with a corrosion inhibitor such as Sika FerroGard 903 or equivalent, prior to placement of adjacent new concrete. The application of the corrosion inhibitor shall be per manufactures recommendations and as approved by the Engineer.

#### Beam Joint Replacement

The joint between the adjacent prestressed beams shall be replaced in kind. The length of replacement joint is anticipated to be the 6'-6" length from the deck joint to the edge of repair. The joint shall be replaced by inserting a 1 inch diameter polyurethane open cell backer rod, and placing the sealant.

The sealant shall be a one part, non-sag, cold applied silicone sealant such as Dow Corning NS Parking Structure Sealant or equivalent. After application the sealant shall be tooled to a smooth finish. Placement of the sealant shall be per manufactures recommendations.

#### STRUCTURAL STEEL

The work under this item is for installation of the steel channel and connection angles under the concrete repaired area. This item also includes the locating, and drilling, of inserts into the prestressed concrete beams.

#### <u>Materials</u>

The structural steel used on this project shall conform to ASTM A36 and be hot dipped galvanized according to ASTM A123.

Structural steel bolts and inserts to the prestressed beam shall conform to ASTM A325 and be galvanized according to ASTM A123.

#### Installation

The Contractor shall confirm all dimensions and locations of structural members prior to ordering or installing the steel members.

Field drilling of holes will be allowed to provide proper fit of structural steel upon approval of the Engineer.

#### Drilling Inserts into Prestressed Beam

Prior to drilling the inserts into the prestressed beam the contractor shall us a pachometer to locate reinforcing steel and potentially prestressed strands. The use of the pachometer shall be in the presence of the Engineer.

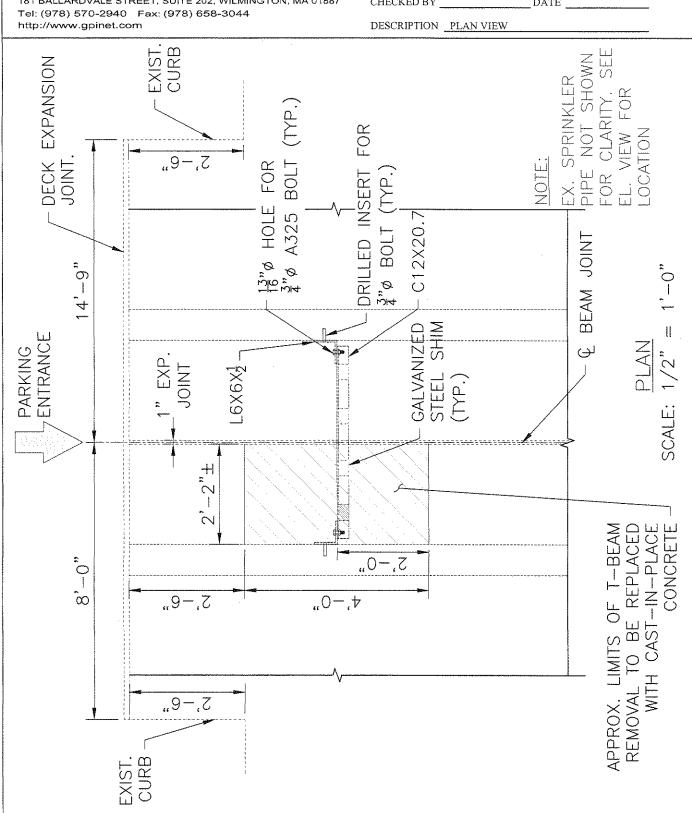
No drilling will be allowed until approval of the Engineer

Prior to full depth drilling the contractor shall probe a depth of 3 inches with a small diameter drill to confirm that reinforcing steel and prestressing steel will not be encountered.

Engineers, Architects, Planners, Construction Engineers & Inspectors

181 BALLARDVALE STREET, SUITE 202, WILMINGTON, MA 01887

PROJECT DAVIS SQ. PARKIN	<u>G GARAGE,</u>	SOMERVILLE
SHEET NO1	OF	3
CALCULATED BY	DATE	
CHECKED BY	DATE	
DESCRIPTION PLAN VIEW		



SHEET NO.

PROJECT DAVIS SQ. PARKING GARAGE, SOMERVILLE

DATE CALCULATED BY DATE CHECKED BY

181 BALLARDVALE STREET, SUITE 202, WILMINGTON, MA 01887 Tel: (978) 570-2940 Fax: (978) 658-3044

DESCRIPTION <u>ELEV</u>ATION VIEW

http://www.gpinet.com

PER O INSERT FOR \$"\$ BOLT. MIN. CAPACITY OF 3,000 POUNDS CONCRETE APPROX. LIMITS OF DAMAGED T-BEAM TO BE REMOVED AND REPLACED WITH CAST-IN-PLACE CONCRETE INSERT IN 3,000 PSI DRILLED INSERT 2'-6"SHEAR L6X6X<del>∫</del> SHIM BALV .0 4'-0" BOLT (TYP.) 13" & HOLE FOR 3" & A325 BOLT .. t l 1"ø SPRINKLER SYSTEM PIPE

NOTES:

- GALVANIZED WITH A MINIMUM YIELD TO BE HOT DIP STRENGTH OF 36 KSI. ALL STEEL
- GALVANIZED SHIM TO BE SNUG WELDED TOGETHER FOR STABIL FIGHT TO CONCRETE AND  $\dot{\circ}$

1,-0, EVATION VIEW 1 SCALE:

# GPI Greenman-Pedersen, Inc.

Engineers, Architects, Planners, Construction Engineers & Inspectors

181 BALLARDVALE STREET, SUITE 202, WILMINGTON, MA 01887 Tel: (978) 570-2940 Fax: (978) 658-3044

http://www.gpinet.com

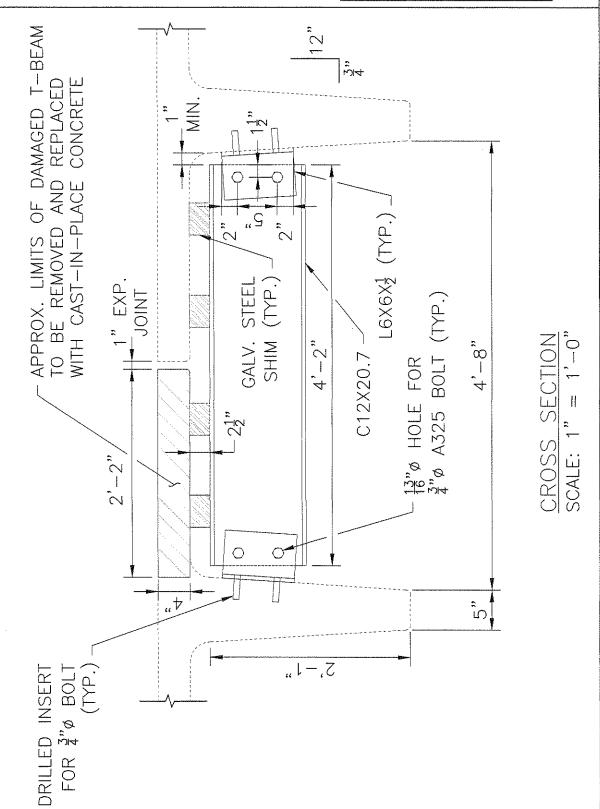
PROJECT \_\_DAVIS SQ. PARKING GARAGE, SOMERVILLE

SHEET NO. \_\_\_\_\_3 OF \_\_\_\_\_3

CALCULATED BY \_\_\_\_\_\_DATE \_\_\_\_\_

CHECKED BY \_\_\_\_\_\_DATE \_\_\_\_\_

DESCRIPTION \_\_CROSS SECTION



# Rule for Award:

\*\*\*\* Substantial Completion:

# One contract will be awarded to the responsible and eligible bidder offering the total lowest QUOTED price.

The City will award the contract to the responsible contractor offering to perform the scope for the lowest price. The awarded contractor shall furnish a Certificate of Insurance listing the City of Somerville as an additional insured for Five-Hundred Thousand (\$500,000.00) dollars of general liability coverage. Prevailing wage and Somerville Living Wage ordinance apply.

May 15, 2014

**** Final Completion: M	Iay 23, 2014	
Davis Square Parking Garage Rep		May 1, 2014 to April 30, 2015
TOTAL COST:		
Name of Company:		
Submitted By:		
Address:		
Phone:	_ Fax:	
Date:	_	
Email:	_	

#### APPENDIX B

## REQUIRED FORMS

TERMS AND CONDITIONS

CERTIFICATE OF AUTHORITY

SOMERVILLE LIVING WAGE FORM

VENDOR CERTIFICATION FORM

#### INSTRUCTIONS TO VENDOR

- 1. Manufacturer and model numbers of item to be quoted must be stated. In the event the vendor does not indicate the manufacturer and model number to be furnished, vendor must supply the exact manufacturer and model number specified by the City.
- 2. ALL QUOTATIONS MUST BE SIGNED.

### **TERMS AND CONDITIONS**

By signing this quotation, the vendor acknowledges and agrees to the following terms and conditions:

- 1. This Request for Price Quotation is governed by M.G.L. c.30B.
- 2. Unless otherwise stated, the quantities set forth are ESTIMATES ONLY. The City reserves the right to purchase the items specified in any amount less than the estimated amount.
- 3. The City is exempt from the following taxes: sales, excise and Federal transportation.
- 4. The City reserves the right to reject any or all quotes when the City determines that it is in the best interest of the City to do so.
- 5. The City will award the contract to the responsible vendor offering the needed quality of supply or service at the lowest quotation.
- 6. All supplies must be property packaged; damaged supplies will not be accepted.
- 7. Rejected supplies will be returned to the vendor at the vendor's sole risk and expense.
- 8. The vendor shall comply with all applicable Federal, State, and Local laws.
- 9. Where the unit price and the total price are at variance, the unit price will prevail.
- 10. The vendor agrees to take all necessary precautions to prevent injury to any persons or damage to property during the term of this Agreement and shall indemnify and save the City harmless against all damages, loss or expense, including judgments, costs, attorneys' fees and interest resulting in any way, from any negligent or willful act or omission on the part of the vendor, its agents, employees or sub-contractors or resulting directly or indirectly from the vendor's performance under this Agreement.
- 11. MATERIAL SAFETY DATA SHEETS: Pursuant to G.L. c. 111F, § 8, 9, 10, the Vendor agrees to submit a Material Safety Data Sheet for each toxic or hazardous substance or mixture containing such substance when deliveries are made. The vendor agrees to comply with all requirements set forth in the aforementioned laws.

- 12. In performance of this contract, the vendor shall not discriminate on the grounds of race, color, religion, national origin, age or sex in employment practices or in the selection or retention of subcontractors, and in the procurement of material or rental of equipment. The City may cancel, terminate, or suspend the contract in whole or in part for any violation of this paragraph.
- 13. The vendor shall not assign, sell, subcontract or otherwise transfer any interest in this contact without the prior written consent of the City.
- 14. Notwithstanding any language to the contrary within the body of this Contract, the City may terminate this Contract, without cause at any time, effective upon the termination date stated in the notice of termination.
- 15. If the Contract is terminated under this subsection, the Vendor shall be entitled to be paid for Supplies and/or Services delivered and accepted prior to notice of termination at the prices stated in the Contract or bid documents. Any Supplies and/or Services delivered after notification of termination but prior to the effective termination date must be approved in writing in advance by the City in order to be eligible for payment. In no event shall the Vendor be entitled to be paid for any Supplies and/or Services delivered after the effective date of termination.
- 16. The Vendor must certify that all employees to be provided have successfully completed at least ten (10) hours of OSHA approved training in Construction Safety and Health.

X	X
The state of the s	
DATE	SIGNATURE OF VENDOR

Form:\_\_\_\_Contract Number:



**Certificate of Authority** (Corporations Only) Instructions: Complete this form and sign and date where indicated below. 1. I hereby certify that I, the undersigned, am the duly elected Clerk/Secretary of (Insert Full Name of Corporation) 2. I hereby certify that the following individual (Insert the Name of Officer who Signed the Contract and Bonds) is the duly elected \_\_\_\_ of said Corporation. (Insert the Title of the Officer in Line 2) 3. I hereby certify that on \_\_\_ (Insert Date: Must be on or before Date Officer Signed Contract/Bonds) at a duly authorized meeting of the Board of Directors of said corporation, at which a quorum was present, it was voted that (Insert Name of Officer from Line 2) (Insert Title of Officer from Line 2) of this corporation be and hereby is authorized to make, enter into, execute, and deliver contracts and bonds in the name and on behalf of said corporation, and affix its Corporate Seal thereto, and such execution of any contract of obligation in this corporation's name and on its behalf, with or without the Corporate Seal, shall be valid and binding upon this corporation; and that the above vote has not been amended or rescinded and remains in full force and effect as of the date set forth below. 4. ATTEST: Signature: \_\_\_\_\_(Clerk or Secretary) AFFIX CORPORATE SEAL HERE Printed Name: Printed Title:

(Date Must Be on or after Date Officer Signed Contract/Bonds)

Form:\_\_\_\_ Contract Number:



# **Certificate of Authority**

(Limited Liability Companies Only)						
Instructions: Complete this form and sig	Instructions: Complete this form and sign and date where indicated below.					
1. I, the undersigned, being a member or m	anager of					
(Complete Name of Lin	mited Liability Company)					
a limited liability company (LLC) hereby copurpose of contracting with the City of Som						
2. The LLC is organized under the laws of	the state of:					
3. The LLC is managed by (check one) a	Manager or by its Members.					
<ul> <li>other legally binding docume on behalf of the LLC;</li> <li>duly authorized to do and pe appropriate to carry out the tof the LLC; and</li> </ul>	•					
Name	Title					
5. Signature: Printed Name:	Math.					
Printed Title:						
Date:						

Form:\_\_\_\_Contract Number:



# SOMERVILLE LIVING WAGE ORDINANCE CERTIFICATION FORM CITY OF SOMERVILLE CODE OF ORDINANCES SECTION 2-397 et seq\*.

<u>Instructions</u>: This form shall be included in all Invitations for Bids and Requests for Proposals which involve the furnishing of labor, time or effort (with no end product other than reports) by vendors contracting or subcontracting with the City of Somerville, where the contract price meets or exceeds the following dollar threshold: \$10,000. If the undersigned is selected, this form will be attached to the contract or subcontract and the certifications made herein shall be incorporated as part of such contract or subcontract. Complete this form and sign and date where indicated below on page 2.

<u>Purpose</u>: The purpose of this form is to ensure that such vendors pay a "Living Wage" (defined below) to all covered employees (i.e., all employees except individuals in a city, state or federally funded youth program). In the case of bids, the City will award the contract to the lowest responsive and responsible bidder paying a Living Wage. In the case of RFP's, the City will select the most advantageous proposal from a responsive and responsible offeror paying a Living Wage. In neither case, however, shall the City be under any obligation to select a bid or proposal that exceeds the funds available for the contract.

<u>Definition of "Living Wage":</u> For this contract or subcontract, as of 7/1/2013 "Living Wage" shall be deemed to be an hourly wage of no less than \$11.89 per hour. From time to time, the Living Wage may be upwardly adjusted and amendments, if any, to the contract or subcontract may require the payment of a higher hourly rate if a higher rate is then in effect.

#### **CERTIFICATIONS**

- 1. The undersigned shall pay no less than the Living Wage to all covered employees who directly expend their time on the contract or subcontract with the City of Somerville.
- 2. The undersigned shall post a notice, (copy enclosed), to be furnished by the contracting City Department, informing covered employees of the protections and obligations provided for in the Somerville Living Wage Ordinance, and that for assistance and information, including copies of the Ordinance, employees should contact the contracting City Department. Such notice shall be posted in each location where services are performed by covered employees, in a conspicuous place where notices to employees are customarily posted.
- 3. The undersigned shall maintain payrolls for all covered employees and basic records relating hereto and shall preserve them for a period of three years. The records shall contain the name and address of each employee, the number of hours worked, the gross wages, a copy of the social

<sup>\*</sup>Copies of the Ordinance are available upon request to the Purchasing Department.

Form:	CITY OF SOMERVILLE	Rev. 06/27/13
Contract Number:		
security returns, and evide contracting City Departme	ence of payment thereof and such other ent from time to time.	data as may be required by the
information of possible no Ordinance, the undersigne the work site, to interview	submit payroll records to the City upon a concompliance with the provisions the Social shall permit City representatives to obtain a complex employees, and to examine the books and to determine payment of wages.	omerville Living Wage bserve work being performed at
	not fund wage increases required by the e health insurance benefits of any of its	
	s that the penalties and relief set forth in ition to the rights and remedies set forth	0 0
<b>CERTIFIED BY</b>	:	
Signature: (Duly	Authorized Representative of Vendo	r)
Title:		
Name of Vendor:		

Date:

Form:	CITY OF SOMERVILLE	•	Rev. 06/27/13
Contract Number:			

### **INSTRUCTIONS: PLEASE POST**

# NOTICE TO ALL EMPLOYEES REGARDING PAYMENT OF LIVING WAGE

Under the Somerville, Massachusetts' Living Wage Ordinance (Ordinance No. 1999-1), any person or entity who has entered into a contract with the City of Somerville is required to pay its employees who are involved in providing services to the City of Somerville no less than a "Living Wage".

The Living Wage as of 7/1/2013 is \$11.89 per hour. The only employees who are not covered by the Living Wage Ordinance are individuals in a Youth Program. "Youth Program" as defined in the Ordinance, "means any city, state or federally funded program which employs youth, as defined by city, state or federal guidelines, during the summer, or as part of a school to work program, or in any other related seasonal or part-time program."

For assistance and information regarding the protections and obligations provided for in the Living Wage Ordinance and/or a copy of the Living Wage Ordinance, all employees should contact the City of Somerville's Purchasing Department directly.



# CITY OF SOMERVILLE, MASSACHUSETTS

# JOSEPH A. CURTATONE MAYOR

#### **Vendor Certification**

The vendor certifies that it has provided the City of Somerville with an accurate tax identification number (TIN). In the event that the City is fined by the IRS for an incorrect TIN provided by the vendor, the vendor agrees to reimburse the City for the amount of the fine.

TIN
Signature
Printed Name of Person signing
Company
Date



CITY	OF	SON	/EDI	/II	IF
CHI	Ur	OUN		/ IL	LE

Rev. 08/01/12

Form: \_\_\_\_ Contract Number:



## Non-Collusion Form and Tax Compliance Certification

<u>Instructions</u>: Complete each part of this two-part form and sign and date where indicated below.

#### A. NON-COLLUSION FORM

I, the undersigned, hereby certify under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person.

As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Signature:	(Individual Submitted Bid or Proposal)
	Duly Authorized
Name of B	usiness or Entity:
Date:	

#### B. TAX COMPLIANCE CERTIFICATION

Pursuant to M.G.L. c. 62C, §49A, I certify under the penalties of perjury that, to the best of my knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support, as well as paid all contributions and payments in lieu of contributions pursuant to MGL 151A, §19A(b).

Signature:	
(Duly Authorized Representative of Vendor)	
Name of Business or Entity:	
Social Security Number or Federal Tax ID#:	
Date:	

# Form (Rev. December 2011) Department of the Treasury Internal Revenue Service

# Request for Taxpayer Identification Number and Certification

Give Form to the requester. Do not send to the IRS.

			<u> </u>		
	Name (as shown on your income tax return)				
1e 2.	Business name/disregarded entity name, if different from above				
Print or type See Specific Instructions on page	Check appropriate box for federal tax classification:  ☐ individual/sole proprietor ☐ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate  ☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) ▶				
Frint Frint	Other (see instructions) ►		1		
- scific	Address (number, street, and apt. or suite no.)	Requester's name and address	s (optional)		
See Sp	City, state, and ZIP code				
•	List account number(s) here (optional)				
25	Taxpayer Identification Number (TIN)	·			
	er your TIN in the appropriate box. The TIN provided must match the name given on the "Nam	e" line Social security num	ber		
to av resid entiti	void backup withholding, For individuals, this is your social security number (SSN). However, I dent alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other it is your employer identification number (EIN). If you do not have a number, see How to go on page 3.	ora	_		
	e. If the account is in more than one name, see the chart on page 4 for guidelines on whose	Employer identificat	ion number		
	ber to enter.				
Pa	rt II Certification				
Jnde	er penalties of perjury, I certify that:				
1. TI	he number shown on this form is my correct taxpayer identification number (or I am waiting to	or a number to be issued to m	e), and		
S	am not subject to backup withholding because: (a) I am exempt from backup withholding, or Service (IRS) that I am subject to backup withholding as a result of a failure to report all interes to longer subject to backup withholding, and	(b) I have not been notified by t or dividends, or (c) the IRS I	the Internal Revenue has notified me that I am		
3. 1	am a U.S. citizen or other U.S. person (defined below).				
beca inter gene	tification instructions. You must cross out item 2 above if you have been notified by the IRS ause you have failed to report all interest and dividends on your tax return. For real estate tran rest paid, acquisition or abandonment of secured property, cancellation of debt, contributions erally, payments other than interest and dividends, you are not required to sign the certification ructions on page 4.	sactions, Item 2 does not app to an individual retirement ar	oly, For mortgage rangement (IRA), and		
Sigı Her	agnature of	Date ►			

#### General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

#### Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

- 1. Certify that the TiN you are giving is correct (or you are walting for a number to be issued),
  - 2. Certify that you are not subject to backup withholding, or
- 3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

**Note.** If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

**Definition of a U.S. person.** For federal tax purposes, you are considered a U.S. person if you are:

- · An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- · An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.

# APPENDIX C INSURANCE REQUIREMENTS

# INSURANCE SPECIFICATIONS INSURANCE REQUIREMENTS FOR AWARDED VENDOR ONLY:

Prior to commencing performance of any work or supplying materials or equipment covered by these specifications, the contractor shall furnish to the Office of the Purchasing Director a Certificate of Insurance evidencing the following:

A. GENERAL LIABILITY - Comprehensive Form

Bodily Injury Liability......<u>S One Million</u>

Property Damage Liability......\$ One Million

B. COVERAGE FOR PAYMENT OF WORKER'S COMPENSATION BENEFIT PURSUANT TO CHAPTER 152 OF THE MASSACHUSETTS GENERAL LAWS IN THE AMOUNT AS LISTED BELOW:

WORKER'S COMPENSATION.....\$Statutory

EMPLOYERS' LIABILITY.....\$ Statutory

C. AUTOMOBILE LIABILITY INSURANCE AS LISTED BELOW:

#### BODILY INJURY LIABILITY.....\$ STATUTORY

- l. A contract will not be executed unless a certificate (s) of insurance evidencing above-described coverage is attached.
- 2. Failure to have the above-described coverage in effect during the entire period of the contract shall be deemed to be a breach of the contract.
- 3. All applicable insurance policies shall read:
- "CITY OF SOMERVILLE" as a certificate holder and as an additional insured for general liability only along with a description of operation in the space provided on the certificate.
- 4. Please comply with our requirement of a thirty (30) day notice of cancellation and note on certificate.

Certificate Should Be Made Out To:
City Of Somerville
Purchasing Department
93 Highland Avenue
Somerville, Ma. 02143

Note: If your insurance expires during the life of this contract, you shall be responsible to submit a new certificate(s) covering the period of the contract. No payment will be made on a contract with an expired insurance certificate.

### APPENDIX D

## PREVAILING WAGES

## PREVAILING WAGE COMPLIANCE FORM



# THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT DEPARTMENT OF LABOR STANDARDS

#### **Prevailing Wage Rates**

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H

RACHEL KAPRIELIAN Secretary HEATHER E. ROWE Director

Awarding Authority:

City of Somerville

Contract Number:

City/Town: SOMERVILLE

Description of Work:

Repairs to the damaged prestressed concrete beam flange at the entrance to the Davis Square parking Garage

Job Location:

Davis Square

#### Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- Awarding authorities must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during the life of the project in accordance with M.G.L. c. 149, § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Training (DAT). Apprentices must keep his/her apprentice identification card on his/her person during all work hours on the project. If an apprentice rate is listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice must be paid the journeyworker's rate for the trade.
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports directly to the awarding authority and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Issue Date: 04/02/2014 Wage Request Number: 20140402-039

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction 2 AXLE) DRIVER - EQUIPMENT	12/01/2013	\$32.05	\$9.41	\$8.80	\$0.00	ድ <u>ና</u> ስ ኃረ
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.40	\$9.41	\$8.80	\$0.00	\$50.26 \$50.61
	08/01/2014	\$32.40	\$9.91	\$8.80	\$0.00	\$50.01
	12/01/2014	\$32.40	\$9.91	\$9.33	\$0.00	\$51.64
	06/01/2015	\$32.75	\$9.91	\$9.33	\$0.00	\$51.99
	08/01/2015	\$32.75	\$10.41	\$9.33	\$0.00	\$51.99 \$52.49
	12/01/2015	\$32.75	\$10.41	\$10.08	\$0.00	\$53.24
	06/01/2016	\$32.75	\$10.41	\$10.08	\$0.00	\$53.74
	08/01/2016	\$33.25	\$10.41	\$10.08	\$0.00	\$53.74
	12/01/2016	\$33.25 \$33.25	\$10.91	\$10.89	\$0.00	\$55.05
3 AXLE) DRIVER - EQUIPMENT	12/01/2013	······		\$8.80	\$0.00	
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.12	\$9.41	\$8.80	\$0.00	\$50.33
		\$32.47	\$9.41			\$50.68
	08/01/2014	\$32.47	\$9.91	\$8.80	\$0.00	\$51.18
	12/01/2014	\$32.47	\$9.91	\$9.33	\$0.00	\$51.71
	06/01/2015	\$32.82	\$9.91	\$9.33	\$0.00	\$52.06
	08/01/2015	\$32.82	\$10.41	\$9.33	\$0.00	\$52.56
	12/01/2015	\$32.82	\$10.41	\$10.08	\$0.00	\$53.31
	06/01/2016	\$33.32	\$10.41	\$10.08	\$0.00	\$53.81
	08/01/2016	\$33.32	\$10.91	\$10.08	\$0.00	\$54.31
4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
EAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2013	\$32.24	\$9.41	\$8.80	\$0.00	\$50.45
	06/01/2014	\$32.59	\$9.41	\$8.80	\$0.00	\$50.80
	08/01/2014	\$32.59	\$9.91	\$8.80	\$0.00	\$51.30
	12/01/2014	\$32.59	\$9.91	\$9.33	\$0.00	\$51.83
	06/01/2015	\$32.94	\$9.91	\$9.33	\$0.00	\$52.18
	08/01/2015	\$32.94	\$10.41	\$9.33	\$0.00	\$52.68
	12/01/2015	\$32.94	\$10.41	\$10.08	\$0.00	\$53.43
	06/01/2016	\$33.44	\$10.41	\$10.08	\$0.00	\$53.93
	08/01/2016	\$33.44	\$10.91	\$10.08	\$0.00	\$54.43
A DOWNIDA MED CIDLE DILLOT	12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
The Application of the Applicati	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR ABORERS - ZONE 1	12/01/2013	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
	06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	06/01/2016	\$37.85	\$7.30	\$12.70	\$0.00	\$57.85

\*

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**Issue Date:** 04/02/2014 **Wage Request Number:** 20140402-039

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/01/2013	\$30.68	\$10.40	\$5.95	\$0.00	\$47.03
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33,43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
ABORERS - ZONE 1	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
•	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"					·	
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE  OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE 1	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"		······································				
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2013	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE 1	06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	06/01/2016	\$37.85	\$7.30	\$12.70	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.85	\$7.30	\$12.70	\$0.00	\$58.85
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

**Issue Date:** 04/02/2014 **Wage Request Number:** 20140402-039 **Page 3 of 39** 

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Step	percent	Appren	tice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.66	
2	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.66	
3	70		\$26.39	\$6.97	\$11.18	\$0.00	\$44.54	
4	75		\$28.28	\$6.97	\$11.18	\$0.00	\$46.43	
5	80		\$30.16	\$6.97	\$11.18	\$0.00	\$48.31	
6	85		\$32.05	\$6.97	\$11.18	\$0.00	\$50.20	
7	90		\$33.93	\$6.97	\$11.18	\$0.00	\$52.08	•
8	95		\$35.82	\$6.97	\$11.18	\$0.00	\$53.97	
Notes	Andrew Statement	The second secon		Annualman handranem	odrowen emocracia, ammerica, eminim	ner kartunggari engantuka sakasagarta ar	Continues whiteholyma samely fills mathematic	
Bunnaun eine ein	DII WANIMAA SERINGE EDERINDE EVANIMII IIMMAAII QU	reserVMI IISPANIIIS. AlleAAAAN OSIGODIANII diriooleVAA edaar	tomon & & Schollinnen VIIII VIII voi võrgebilli.iii.	шимиции горудууч горумици	IIIVIII ALIINMAN HIIIIIIIII AIIMANA	s approved the entherm and	NAMES SAMMENTO COMMISSION SAMMENTO	
	entice to Journeyworker FICIAL MASONRY (IN		02/01/201	.4 \$48	3.06 \$10.1	8 \$18.15	\$0.00	<b>\$</b> 76.3
ERPROOFING)	oeton		08/01/201				\$0.00	\$77.3
LAYERS LOCAL 3 (B	OSTON)		02/01/201	5 \$49	).52 \$10.1		\$0.00	\$77.9
			08/01/201	15 \$50	0.42 \$10.1	8 \$18.29	\$0.00	\$78.8
			02/01/201	16 \$50	).99 \$10.1	8 \$18.29	\$0.00	\$79.4
			08/01/20	16 \$51	.89 \$10.1	8 \$18.37	\$0.00	\$80.4

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 Wage Request Number:
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	ntice - BRICK/PLASTER/CEMENT ive Date - 02/01/2014	T MASON - Local 3 Boston					
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$24.03	\$10.18	\$18.15	\$0.00	\$52.36	
. 2	60	\$28.84	\$10.18	\$18.15	\$0.00	\$57.17	
3	70	\$33.64	\$10.18	\$18.15	\$0.00	\$61.97	
4	80	\$38.45	\$10.18	\$18.15	\$0.00	\$66.78	
5	90	\$43.25	\$10.18	\$18.15	\$0.00	\$71.58	
Effect	ive Date - 08/01/2014				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$24.48	\$10.18	\$18.22	\$0.00	\$52.88	
2	60	\$29.38	\$10.18	\$18.22	\$0.00	\$57.78	
3	70	\$34.27	\$10.18	\$18.22	\$0.00	\$62.67	
4	80	\$39.17	\$10.18	\$18.22	\$0.00	\$67.57	
5	90	\$44.06	\$10.18	\$18.22	\$0.00	\$72.46	
Notes:	ON ONNINE Verdener derlane destablish alalam managan garanga majarga	SHANNAM MIRRANA MARKETAN MARKETAN	Michigan Antigory, Administra	** Carestiller Vorthaldta styldellen	separative several amongons and	tateath who were harden the state of the sta	
						<u>.</u>	
Appre	entice to Journeyworker Ratio:1:5	AREHILLIA: MIRAHILIT INDIRECTOR REPRESENTATION OF COMMUNICATION OF COMMUNI	givenimini -labitatin- estimiles	VIPIPHIMA HILAHIBAS SOROMBASI	edegraph analonem evenimin, mas	CANNE BROBRACIRE CHELPSIDA (CRAGGO)	
BULLDOZER/GRADE		12/01/201	3 \$40.1	1 \$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see	"Apprentice- OPERATING ENGINEERS"						
AISSON & UNDERF	PINNING BOTTOM MAN	12/01/201	3 \$34.4	5 \$7.30	\$12.90	\$0.00	\$54.65
ABORERS - FOUNDATION	AND MARINE	06/01/201-			\$12.90	\$0.00	\$55.40
		12/01/201			\$12.90	\$0.00	\$56.15
		06/01/201	5 \$36.7	70 \$7.30	\$12.90	\$0.00	\$56.90
		12/01/201	5 \$37.4	5 \$7.30	\$12.90	\$0.00	\$57.65
		06/01/201	6 \$38.2	97.30	\$12.90	\$0.00	\$58.40
		12/01/201	6 \$39.2	\$7.30	\$12.90	\$0.00	\$59.40
	"Apprentice- LABORER"						~
CAISSON & UNDERP ABORERS - FOUNDATION		12/01/201	3 \$33.3	\$7.30	\$12.90	\$0.00	\$53.50
IDONERO - FOUNDATION	מאוטומשן כוווג	06/01/201-	4 \$34.0	\$7.30	\$12.90	\$0.00	\$54.25
		12/01/201	4 \$34.8	\$7.30	\$12.90	\$0.00	\$55.00
		06/01/201	5 \$35.5	\$7.30	\$12.90	\$0.00	\$55.75
		12/01/201	5 \$36,3	\$7.30	\$12.90	\$0.00	\$56.50
		06/01/201	6 \$37.0	\$7.30	\$12.90	\$0.00	\$57.25
		12/01/201	6 \$38.0	5 \$7.30	\$12.90	\$0.00	\$58.25

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
LABORERS - FOUNDATION AND MARINE	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35,55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice-LABORER"						
CARBIDE CORE DRILL OPERATOR	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE I	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	<b>\$7.30</b>	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2014	\$40.83	<b>\$</b> 9.80	\$15.91	\$0.00	\$66.54
CARPENTERS -ZONE I (Metro Boston)	09/01/2014	\$41.85	\$9.80	\$15.91	\$0.00	\$67.56
	03/01/2015	\$42.87	\$9.80	\$15.91	\$0.00	\$68.58

 Issue Date:
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Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

		ive Date -	1 <i>RPENTER - Zone 1 Metro</i> 03/01/2014	D00.07F					
	Step	percent	03/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$20.42	\$9.80	\$1.57	\$0.00	\$31.79	
	2	60		\$24.50	\$9.80	\$1.57	\$0.00	\$35.87	
	3	70		\$28.58	\$9.80	\$11.20	\$0.00	\$49.58	
	4	75		\$30.62	\$9.80	\$11.20	\$0.00	\$51.62	
	5	80		\$32.66	\$9.80	\$12.77	\$0.00	\$55.23	
	6	80		\$32.66	\$9.80	\$12.77	\$0.00	\$55.23	
	7	90		\$36.75	\$9.80	\$14.34	\$0.00	\$60.89	
	8	90		\$36.75	\$9.80	\$14.34	\$0.00	\$60.89	
	Effecti Step	ive Date -	09/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	***************************************	\$20.93	\$9.80	\$1.57	\$0.00	\$32.30	
	2	60		\$25.11	\$9.80	\$1.57	\$0.00	\$36.48	
	3	70		\$29.30	\$9.80	\$11.20	\$0.00	\$50.30	
	4	75		\$31.39	\$9.80	\$11.20	\$0.00	\$52.39	
	5	80		\$33.48	\$9.80	\$12.77	\$0.00	\$56.05	
	6	80		\$33.48	\$9.80	\$12.77	\$0.00	\$56.05	
	7	90		\$37.67	\$9.80	\$14.34	\$0.00	\$61.81	
	8	90		\$37.67	\$9.80	\$14.34	\$0.00	\$61.81	
	Notes:		RESERVED SERVERSEN COMPLEXANTS LITERATURY Allederary majorites? - rec	Allicomp werpeles Americas illustration illustration allimited	DEPOSITAC SASSACRIER SQUIDYARE	vereselitin ингочинк ечетельни	DRIDONOME PERMITTANA STRAMANIA 27.	London somptime initialistic Personal	
	Appre	ntice to Jo	urneyworker Ratio:1:5	дэндэ Зэмбаданд намицин халаалан үсүүлүүнэ <u>улуучуу</u> г	#Whitever =Ecol.Philips IndianalState	transfor and makes	AMBAHADI JANJAHAN JIDITUNA JALA	anini musuana yeemaana oo	
ENT N	MASONRY			01/01/2014	\$43.6	0 \$10.90	\$18.71	\$1.30	\$74.5
KLAYER:	S LOCAL 3 (BC	OSTON)		07/01/201				\$1.30	\$74.6
				01/01/201:				\$1.30	\$75.6
				07/01/201				\$1.30	\$76.2
				01/01/2016				\$1.30	\$77.12

 Issue Date:
 04/02/2014
 Wage Request Number:
 20140402-039
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	Step	ve Date - 01/01/2 percent		prentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$21.80	\$10.90	\$12.21	\$1.30	\$46.21	
	2	60		\$26.16	\$10.90	\$13.71	\$1.30	\$52.07	
	3	65		\$28.34	\$10.90	\$14.71	\$1.30	\$55.25	
	4	70		\$30.52	\$10.90	\$15.71	\$1.30	\$58.43	
	5	75		\$32.70	\$10.90	\$16.71	\$1.30	\$61.61	
	6	80		\$34.88	\$10.90	\$17.71	\$1.30	\$64.79	
	7	90		\$39.24	\$10.90	\$18.71	\$1.30	\$70.15	
	Effecti	ve Date - 07/01/2	2014				Supplemental		
	Step	percent	Ap	prentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	300 07 1 1000 0000000000 00 10 10 10 10 10 10	\$21.89	\$10.90	\$12.21	\$1.30	\$46.30	
	2	60		\$26.26	\$10.90	\$13.71	\$1.30	\$52.17	
	3	65		\$28.45	\$10.90	\$14.71	\$1.30	\$55.36	
	4	70		\$30.64	\$10.90	\$15.71	\$1.30	\$58.55	
	5	75		\$32.83	\$10.90	\$16.71	\$1.30	\$61.74	
	6	80		\$35.02	\$10.90	\$17.71	\$1.30	\$64.93	
	7	90		\$39.39	\$10.90	\$18.71	\$1.30	\$70.30	
	Notes:	Steps 3,4 are 500	hrs. All other steps are 1	.,000 hrs.				: :	
	Appre	ntice to Journeywo	OMMERANIA (127/MMP2) OMMERANIA NASAMANIA NASAMANIA	,000 hrs.	hadalalalalalalalalalalalalalalalalalala		emperature substitution autocomo mener	MARK NASSANA ANDRONE MARKANI	······································
	Appre OPERAT	ntice to Journeywo	OMMERANIA (127/MMP2) OMMERANIA NASAMANIA NASAMANIA	12/01/201	3 \$33.60	\$7.30	\$12.70	\$0.00	\$53.60
	Appre OPERAT	ntice to Journeywo	OMMERANIA (127/MMP2) OMMERANIA NASAMANIA NASAMANIA	APPENDIX ARRESTA SALEMAN SALEMAN	3 \$33.60 4 \$34.35	\$7.30 \$7.30	\$12.70 \$12.70	\$0.00	\$54.35
	Appre OPERAT	ntice to Journeywo	OMMERANIA (127/MMP2) OMMERANIA NASAMANIA NASAMANIA	12/01/201	3 \$33.60 4 \$34.35 4 \$35.10	\$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70	\$0.00 \$0.00	\$54.35 \$55.10
	Appre OPERAT	ntice to Journeywo	OMMERANIA (127/MMP2) OMMERANIA NASAMANIA NASAMANIA	12/01/201 06/01/201 12/01/201 06/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85	\$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70	\$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85
	Appre OPERAT	ntice to Journeywo	OMMERANIA (127/MMP2) OMMERANIA NASAMANIA NASAMANIA	12/01/201 06/01/201 12/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$0.00 \$0.00	\$54.35 \$55.10
	Appre OPERAT	ntice to Journeywo	OMMERANIA (127/MMP2) OMMERANIA NASAMANIA NASAMANIA	12/01/201 06/01/201 12/01/201 06/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35
AIN SAW CORERS - ZONE	Appre. DPERAT	ntice to Journeywo	orker Ratio:1:3	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60
ORERS - ZONE  For apprentice	Appre DPERAT	ntice to Journeywo	orker Ratio:1:3	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35
For apprentice  AM SHELL  RATING ENGI	Appre.  DPERAT  Trates see "  S/SLUR  INEERS LO	ntice to Journeywo	orker Ratio:1:3	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 12/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35
For apprentice AM SHELL RATING ENGI For apprentice MPRESSOF	Appre  rates see " S/SLUR INEERS LO  rates see " R OPER.	Apprentice- LABORER RY BUCKETS/HE DCAL 4 Apprentice- OPERATIN	orker Ratio:1:3	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 12/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35
For apprentice AM SHELL EATING ENGI For apprentice MPRESSOF ERATING ENGI For apprentice	Appre  Prates see "  S/SLUR  RES LO  RATES SEE "  ROPER  R	Apprentice- LABORER RY BUCKETS/HE DCAL 4 Apprentice- OPERATIN ATOR DCAL 4 Apprentice- OPERATIN	" EADING MACHINES NG ENGINEERS"	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 12/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35
For apprentice AM SHELL RATING ENGI For apprentice MPRESSOF RATING ENGI For apprentice LEADER (E	Appre Perate see " S/SLUR Perates see " R OPER PERATE INTERS LO PERATE INT	Apprentice- LABORER RY BUCKETS/HE DCAL 4 Apprentice- OPERATIN ATOR DCAL 4 Apprentice- OPERATIN )	" EADING MACHINES NG ENGINEERS"	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 12/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 3 \$41.49	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35
For apprentice AM SHELL RATING ENGI For apprentice MPRESSOF RATING ENGI For apprentice LEADER (E	Appre Perate see " S/SLUR Perates see " R OPER PERATE INTERS LO PERATE INT	Apprentice- LABORER RY BUCKETS/HE DCAL 4 Apprentice- OPERATIN ATOR DCAL 4 Apprentice- OPERATIN )	" EADING MACHINES NG ENGINEERS"	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 12/01/201 12/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 3 \$41.49 3 \$28.11	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$65.67
For apprentice AM SHELL EATING ENGI For apprentice MPRESSOF EATING ENGI For apprentice LEADER (E	Appre Perate see " S/SLUR Perates see " R OPER PERATE INTERS LO PERATE INT	Apprentice- LABORER RY BUCKETS/HE DCAL 4 Apprentice- OPERATIN ATOR DCAL 4 Apprentice- OPERATIN )	" EADING MACHINES NG ENGINEERS"	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 12/01/201 12/01/201 01/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 3 \$41.49 3 \$28.11 4 \$45.91 4 \$46.76	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$65.67
For apprentice AM SHELL RATING ENGI For apprentice MPRESSOF RATING ENGI For apprentice LEADER (E	Appre Perate see " S/SLUR Perates see " R OPER PERATE INTERS LO PERATE INT	Apprentice- LABORER RY BUCKETS/HE DCAL 4 Apprentice- OPERATIN ATOR DCAL 4 Apprentice- OPERATIN )	" EADING MACHINES NG ENGINEERS"	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 12/01/201 12/01/201 01/01/201 01/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 3 \$41.49 3 \$28.11 4 \$45.91 4 \$46.76 5 \$47.66	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$65.67 \$52.29 \$69.86 \$70.71
For apprentice AM SHELL RATING ENGI For apprentice MPRESSOF RATING ENGI	Appre Perate see " S/SLUR Perates see " R OPER PERATE INTERS LO PERATE INT	Apprentice- LABORER RY BUCKETS/HE DCAL 4 Apprentice- OPERATIN ATOR DCAL 4 Apprentice- OPERATIN )	" EADING MACHINES NG ENGINEERS"	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 12/01/201 12/01/201 01/01/201 01/01/201 01/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 3 \$41.49 3 \$28.11 4 \$45.91 4 \$46.76 5 \$47.66	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$65.67 \$52.29 \$69.86 \$70.71 \$71.61
For apprentice AM SHELL RATING ENGI For apprentice MPRESSOF RATING ENGI For apprentice LEADER (E	Appre Perate see " S/SLUR Perates see " R OPER PERATE INTERS LO PERATE INT	Apprentice- LABORER RY BUCKETS/HE DCAL 4 Apprentice- OPERATIN ATOR DCAL 4 Apprentice- OPERATIN )	" EADING MACHINES NG ENGINEERS"	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 12/01/201 12/01/201 01/01/201 01/01/201 01/01/201 01/01/201 07/01/201	3 \$33.60 4 \$34.35 4 \$35.10 5 \$35.85 5 \$36.60 6 \$37.35 6 \$38.35 3 \$41.49 3 \$28.11 4 \$45.91 4 \$46.76 5 \$47.66 5 \$49.51	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00	\$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$12.70 \$14.18 \$14.18	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$65.67 \$52.29 \$69.86 \$70.71 \$71.61 \$72.51

Pension

	Effecti Step	ve Date - 01/01/2014 percent		Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		22.96	\$7.85	\$0.00	\$0.00	\$30.81	······································
	2	55		25.25	\$7.85	\$3.66	\$0.00	\$36.76	
	3	60		27.55	\$7.85	\$3.99	\$0.00	\$39.39	
	4	65		29.84	\$7.85	\$4.32	\$0.00	\$42.01	
	5	70		32.14	\$7.85	\$14.11	\$0.00	\$54.10	
	6	75		34.43	\$7.85	\$14.44	\$0.00	\$56.72	
	7	80		36.73	\$7.85	\$14.77	\$0.00	\$50.72 \$59.35	
	8	90		41.32	\$7.85	\$15.44	\$0.00	\$64.61	
	Effecti	ve Date - 07/01/2014					g 1		
	Step	percent		Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$	23.38	\$7.85	\$0.00	\$0.00	\$31.23	
	2	55		25.72	\$7.85	\$3.66	\$0.00	\$37.23	
	3	60	\$	28.06	\$7.85	\$3.99	\$0.00	\$39.90	
	4	65		30.39	\$7.85	\$4.32	\$0.00	\$42.56	
	5	70		32.73	\$7.85	\$14.11	\$0.00	\$54.69	
	6	75	\$	35.07	\$7.85	\$14.44	\$0.00	\$57.36	
	7	80	\$	37.41	\$7.85	\$14.77	\$0.00	\$60.03	
	8	90	\$	42.08	\$7.85	\$15.44	\$0.00	\$65.37	
	Notes:	Steps are 750 hrs.	PARENT PARENT STEAM SECTION SE	Voletiiii dellasiiiiiiiiiiii viill-needodole	-Allicheller Adelullare v	aldenna reprente ovolumi	menimine Provinces Malesmet sall	IPARI IIIIIhhiiii erahameka hhirada	
······································		ntice to Journeyworker	· Ratio:1:1	PA15					
MO: ADZEÌ Orers - zone				12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
20112	-			06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
				12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
				06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
For apprentice	rates see '	Apprentice- LABORER"		12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
		DADER/HAMMER OPI	ERATOR	12/01/2013	3 \$34.50	\$7.30	\$12.70	\$0.00	\$54.50
ORERS - ZONE	I			06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
				12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
				06/01/201:	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
For apprentice	rates see '	Apprentice- LABORER"		12/01/201	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
MO: BURN		E S. C.	lande standarder refraeler) baseinn sar usade nan der en hannock ere en sannocumiden skelerie	12/01/2013	3 \$34.25	\$7.30	\$12.70	\$0.00	\$54.25
ORERS - ZONE	II			06/01/2014		\$7.30	\$12.70	\$0.00	\$55.00
				12/01/2014		\$7.30	\$12.70	\$0.00	\$55.75
				06/01/201:			\$12.70	\$0.00	\$56.50
				· ·					
		Apprentice- LABORER"		12/01/201:	5 \$37.25	\$7.30	\$12.70	\$0.00	\$57.25

DEMO: CONCRETE CUTTER/SAWYER   12/01/2013   \$34.50   \$7.30   \$12.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.50 \$55.25 \$56.00 \$56.75 \$57.50 \$54.25 \$55.00 \$55.75 \$56.50 \$57.25
06/01/2014	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.00 \$56.75 \$57.50 \$54.25 \$55.00 \$55.75 \$56.50
06/01/2015   \$36.75   \$7.30   \$12.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.75 \$57.50 \$54.25 \$55.00 \$55.75 \$56.50
12/01/2015   \$37.50   \$7.30   \$12.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$57.50 \$54.25 \$55.00 \$55.75 \$56.50
DEMO: JACKHAMMER OPERATOR	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.25 \$55.00 \$55.75 \$56.50
DEMO: JACKHAMMER OPERATOR  LABORERS - ZONE 1  06/01/2014 \$35.00 \$7.30 \$12.70  12/01/2014 \$35.75 \$7.30 \$12.70  12/01/2014 \$35.75 \$7.30 \$12.70  06/01/2015 \$36.50 \$7.30 \$12.70  12/01/2015 \$37.25 \$7.30 \$12.70  12/01/2015 \$37.25 \$7.30 \$12.70  Endo: WRECKING LABORER  DEMO: WRECKING LABORER  12/01/2013 \$33.50 \$7.30 \$12.70  12/01/2014 \$34.25 \$7.30 \$12.70  12/01/2014 \$35.00 \$7.30 \$12.70  12/01/2014 \$35.00 \$7.30 \$12.70  12/01/2015 \$35.75 \$7.30 \$12.70  12/01/2015 \$35.75 \$7.30 \$12.70  12/01/2015 \$35.75 \$7.30 \$12.70  12/01/2015 \$35.75 \$7.30 \$12.70  12/01/2015 \$35.75 \$7.30 \$12.70  12/01/2015 \$35.75 \$7.30 \$12.70	\$0.00 \$0.00 \$0.00 \$0.00	\$55.00 \$55.75 \$56.50
LABORERS - ZONE 1  06/01/2014 \$35.00 \$7.30 \$12.70  12/01/2014 \$35.75 \$7.30 \$12.70  06/01/2015 \$36.50 \$7.30 \$12.70  12/01/2015 \$37.25 \$7.30 \$12.70  12/01/2015 \$37.25 \$7.30 \$12.70  12/01/2015 \$37.25 \$7.30 \$12.70  EMO: WRECKING LABORER  LABORERS - ZONE 1  06/01/2014 \$33.50 \$7.30 \$12.70  12/01/2014 \$34.25 \$7.30 \$12.70  12/01/2014 \$35.00 \$7.30 \$12.70  12/01/2015 \$35.75 \$7.30 \$12.70  12/01/2015 \$35.75 \$7.30 \$12.70  12/01/2015 \$35.75 \$7.30 \$12.70  12/01/2015 \$36.50 \$7.30 \$12.70	\$0.00 \$0.00 \$0.00 \$0.00	\$55.00 \$55.75 \$56.50
06/01/2014	\$0.00 \$0.00 \$0.00	\$55.75 \$56.50
06/01/2015   \$36.50   \$7.30   \$12.70	\$0.00 \$0.00 \$0.00	\$56.50
12/01/2015   \$37.25   \$7.30   \$12.70	\$0.00	
For apprentice rates see "Apprentice-LABORER"  DEMO: WRECKING LABORER  LABORERS - ZONE 1  06/01/2014 \$34.25 \$7.30 \$12.70  12/01/2014 \$35.00 \$7.30 \$12.70  12/01/2014 \$35.00 \$7.30 \$12.70  06/01/2015 \$35.75 \$7.30 \$12.70  12/01/2015 \$36.50 \$7.30 \$12.70  For apprentice rates see "Apprentice- LABORER"	\$0.00	\$57.75
DEMO: WRECKING LABORER  LABORERS - ZONE 1  06/01/2014 \$34.25 \$7.30 \$12.70  12/01/2014 \$35.00 \$7.30 \$12.70  12/01/2014 \$35.00 \$7.30 \$12.70  06/01/2015 \$35.75 \$7.30 \$12.70  12/01/2015 \$36.50 \$7.30 \$12.70  For apprentice rates see "Apprentice- LABORER"		ليد. ا دو
LABORERS - ZONE 1  06/01/2014 \$34.25 \$7.30 \$12.70  12/01/2014 \$35.00 \$7.30 \$12.70  06/01/2015 \$35.75 \$7.30 \$12.70  12/01/2015 \$36.50 \$7.30 \$12.70  For apprentice rates see "Apprentice- LABORER"		
12/01/2014 \$35.00 \$7.30 \$12.70 06/01/2015 \$35.75 \$7.30 \$12.70 12/01/2015 \$36.50 \$7.30 \$12.70 For apprentice rates see "Apprentice- LABORER"	የሰ ለለ	\$53.50
06/01/2015 \$35.75 \$7.30 \$12.70 12/01/2015 \$36.50 \$7.30 \$12.70 For apprentice rates see "Apprentice- LABORER"		\$54.25
12/01/2015 \$36.50 \$7.30 \$12.70  For apprentice rates see "Apprentice- LABORER"	\$0.00	\$55.00
For apprentice rates see "Apprentice- LABORER"	\$0.00	\$55.75
	\$0.00	\$56.50
DIRECTIONAL DRILL MACHINE OPERATOR 12/01/2013 \$40.11 \$10.00 \$14.18  OPERATING ENGINEERS LOCAL 4	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		
DIVER 08/01/2013 \$56.14 \$9.80 \$18.17	\$0.00	\$84.11
PILE DRIVER LOCAL 56 (ZONE I) 08/01/2014 \$58.24 \$9.80 \$18.17	\$0.00	\$86.21
08/01/2015 \$60.34 \$9.80 \$18.17	\$0.00	\$88.31
DIVER TENDER 08/01/2013 \$40.10 \$9.80 \$18.17	\$0.00	\$68.07
PILE DRIVER LOCAL 56 (ZONE I) 08/01/2014 \$41.60 \$9.80 \$18.17	\$0.00	\$69.57
08/01/2015 \$43.10 \$9.80 \$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) 08/01/2013 \$60.15 \$9.80 \$18.17	\$0.00	\$88.12
PILE DRIVER LOCAL 56 (ZONE I)  08/01/2014 \$62.40 \$9.80 \$18.17	\$0.00	\$90.37
08/01/2015 \$64.65 \$9.80 \$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT) 08/01/2013 \$84.21 \$9.80 \$18.17	\$0.00	\$112.18
PILE DRIVER LOCAL 56 (ZONE I) 08/01/2014 \$87.36 \$9.80 \$18.17	\$0.00	\$115.33
08/01/2015 \$90.51 \$9.80 \$18.17	\$0.00	\$118.48
DRAWBRIDGE OPERATOR (Construction) 03/01/2014 \$44.45 \$13.00 \$14.68	\$0.00	\$72.13
ELECTRICIANS LOCAL 103	\$0.00	
		\$72.82
03/01/2015 \$45.84 \$13.00 \$14.72	\$0.00	\$73.56
09/01/2015 \$46.80 \$13.00 \$14.75	\$0.00	\$74.55
For apprentice rates see "Apprentice- ELECTRICIAN" 03/01/2016 \$47.75 \$13.00 \$14.78	\$0.00	\$75.53
ELECTRICIAN 03/01/2014 \$44.45 \$13.00 \$14.68	\$0.00	\$72.13
ELECTRICIANS LOCAL 103 09/01/2014 \$45.12 \$13.00 \$14.70	\$0.00	\$72.13
03/01/2015 \$45.84 \$13.00 \$14.72		
09/01/2015 \$46.80 \$13.00 \$14.75	\$0.00	3/13/0
03/01/2016 \$47.75 \$13.00 \$14.78	\$0.00 \$0.00	\$73.56 \$74.55

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Classification Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

Step	ve Date - 03/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1	40	\$17.78	\$13.00	\$0.53	\$0.00	\$31.3
2	40	\$17.78	\$13.00	\$0.53	\$0.00	\$31.3
3	45	\$20.00	\$13.00	\$11.04	\$0.00	\$44.0
4	45	\$20.00	\$13.00	\$11.04	\$0.00	\$44.0
5	50	\$22.23	\$13.00	\$11.37	\$0.00	\$46.6
6	55	\$24.45	\$13.00	\$11.70	\$0.00	\$49.
7	60	\$26.67	\$13.00	\$12.03	\$0.00	\$51.
8	65	\$28.89	\$13.00	\$12.37	\$0.00	\$54.2
9	70	\$31.12	\$13.00	\$12.69	\$0.00	\$56.8
10	75	\$33.34	\$13.00	\$13.03	\$0.00	\$59.3
Effecti	ve Date - 09/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra
1	40	\$18.05	\$13.00	\$0.54	\$0.00	\$31.:
2	40	\$18.05	\$13.00	\$0.54	\$0.00	\$31.5
3	45	\$20.30	\$13.00	\$11.05	\$0.00	\$44.3
4	45	\$20.30	\$13.00	\$11.05	\$0.00	\$44.
5	50	\$22.56	\$13.00	\$11.38	\$0.00	\$46.5
6	55	\$24.82	\$13.00	\$11.71	\$0.00	\$49.:
7	60	\$27.07	\$13.00	\$12.04	\$0.00	\$52.
8	65	\$29.33	\$13.00	\$12.38	\$0.00	\$54.
9	70	\$31.58	\$13.00	\$12.71	\$0.00	\$57.
10	75	\$33.84	\$13.00	\$13.05	\$0.00	\$59.
Notes:		5/40/45/50/55/65/70/75/80	NAMES AND THE PROPERTY OF THE PARTY OF THE P	eneme buillisticher bevonden Wednemen	a almandada majarettari (ruposignet elegistario).	et 1948/Allemo miliaferatio Alaski
	App r not 1/1/05, 50/5.	90 (ב) 101 ובטובבוטבובאיטאונ				
Annre	ntice to Journeyworker	Ratio:2:3***	description operations enteres	AND ANDRONE CONTRACTOR - LANGE	Seminatory Newton-1997 of Committees, management	

 Issue Date:
 04/02/2014
 Wage Request Number:
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	• •	ntice - ELEVATOR CONSTRUCTO ve Date - 01/01/2012	R - Local 4			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Tot	al Rate
,	1	50	\$26.23	\$8.78	\$0.00	\$0.00		\$35.01
	2	55	\$28.85	\$8.78	\$6.96	\$0.00		\$44.59
	3	65	\$34.09	\$8.78	\$6.96	\$0.00		\$49.83
	4	70	\$36.72	\$8.78	\$6.96	\$0.00		\$52.46
	5	80	\$41.96	\$8.78	\$6.96	\$0.00		\$57.70
	Notes:	Steps 1-2 are 6 mos.; Steps 3-5 are		months essentially expendence.	VZZSSSZAV PROBRANIA SZAVARNIKZ	differinties environments uninferied no.	aniaigan eenaampo qoorg	Shirt washing
:		IIIIMANIA, IIIIAANIA IIIIIIII IIIAANIA NAINYA WAANAN NAINYA SAAAA						
^		ntice to Journeyworker Ratio:1:1				Whiteham and Man	White	- V**\
ELEVATOR CO ELEVATOR CONSTI		UCTOR HELPER S LOCAL 4	01/01/201	2 \$38.59	\$8.78	\$6.96	\$0.00	\$54.33
		'Apprentice - ELEVATOR CONSTRUCTOR"				V		
FENCE & GUA Laborers - zone		IL ERECTOR	12/01/201	3 \$33.60	\$7.30	\$12.70	\$0.00	\$53.60
221207102107 1201112	•		06/01/201	4 \$34.35	\$7.30	\$12.70	\$0.00	\$54.35
			12/01/2014	4 \$35.10	\$7.30	\$12.70	\$0.00	\$55.10
			06/01/201:	5 \$35.85	\$7.30	\$12.70	\$0.00	\$55.85
			12/01/201:	5 \$36.60	\$7.30	\$12.70	\$0.00	\$56.60
			06/01/201	6 \$37.35	\$7.30	\$12.70	\$0.00	\$57.35
Day annuanting y	rotas nas "	America I ADODED	12/01/201	6 \$38.35	\$7.30	\$12.70	\$0.00	\$58.35
		'Apprentice- LABORER"  SON-BLDG,SITE,HVY/HWY	11/01/001	2 620 72	010.00	612 55	£0.00	Φ/Δ ΔΩ
OPERATING ENGIN			11/01/201				\$0.00	\$62.28
For apprentice r	rates see "	'Apprentice- OPERATING ENGINEERS"	05/01/201	4 \$39.50	\$10.00	\$13.55	\$0.00	\$63.05
FIELD ENG.PA	RTY C	HIEF-BLDG,SITE,HVY/HWY	11/01/201	3 \$40.15	\$10.00	\$13.55	\$0.00	\$63.70
OPERATING ENGIN	VEERS LO	OCAL 4	05/01/201				\$0.00	\$64.47
For apprentice r	rates see '	'Apprentice- OPERATING ENGINEERS"						
		SON-BLDG,SITE,HVY/HWY	11/01/201	3 \$21.10	\$10.00	\$13.55	\$0.00	\$44.65
OPERATING ENGIN			05/01/201	4 \$21.55	\$10.00	\$13.55	\$0.00	\$45.10
		'Apprentice- OPERATING ENGINEERS"			V		VI Maritim Is III amount to consider the contract of the contr	
FIRE ALARM I ELECTRICIANS LO		LLER	03/01/201				\$0.00	\$72.13
			09/01/201		\$13.00		\$0.00	\$72.82
			03/01/201		\$13.00		\$0.00	\$73.56
			09/01/201				\$0.00	\$74.55
For apprentice r	rates see 1	"Apprentice- ELECTRICIAN"	03/01/201	6 \$47.75	\$13.00	\$14.78	\$0.00	\$75.53
	~	R / MAINTENANCE	03/01/201	A \$22.44	£12 AA	\$13.03	\$0.00	¢50.47
		/ COMMISSIONING ELECTRICIANS					\$0.00	\$59.47 \$50.80
LOCAL 103			03/01/201				\$0.00	\$59.89 \$60.44
			09/01/201				\$0.00	
								\$61.18
For apprentice i	rates sec '	"Apprentice- TELECOMMUNICATIONS TEC	03/01/201 CHNICIAN"	6 \$35.81	l \$13.00	φ13.1V	\$0.00	\$61.91

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$33.76	\$10.00	\$14.18	\$0.00	\$57.94
For apprentice rates see "Apprentice-OPERATING ENGINEERS"						
FLAGGER & SIGNALER	12/01/2013	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
LABORERS - ZONE I	06/01/2014	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	12/01/2014	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	06/01/2015	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	12/01/2015	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	06/01/2016	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	12/01/2016	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	03/01/2014	\$39.87	\$9.80	\$16.96	\$0.00	\$66.63

Apprentice -	FLOORCOVERER -	Local 2168 Zone I
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Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.94	\$9.80	\$1.79	\$0.00	\$31.53
2	55	\$21.93	\$9.80	\$1.79	\$0.00	\$33.52
3	60	\$23.92	\$9.80	\$11.59	\$0.00	\$45.31
4	65	\$25.92	\$9.80	\$11.59	\$0.00	\$47.31
5	70	\$27.91	\$9.80	\$13.38	\$0.00	\$51.09
5	75	\$29.90	\$9.80	\$13.38	\$0.00	\$53.08
7	80	\$31.90	\$9.80	\$15.17	\$0.00	\$56.87
8	85	\$33.89	\$9.80	\$15.17	\$0.00	\$58.86

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1	Sayre illiferency Economicous amountees velves settil illifillillilli	NOMESTANDS (SENSENCE) Discharge	m mandibili almanedilli uma	омінован вингулгр	ZERIKOVA, KIERITIIII «KKRIIIIIII «	: :
FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS  OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	01/01/2014	\$41.20	\$7.85	\$16.10	\$0.00	\$65.15
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 1)	07/01/2014	\$42.05	\$7.85	\$16.10	\$0.00	\$66.00
,	01/01/2015	\$42.95	\$7.85	\$16.10	\$0.00	\$66.90
	07/01/2015	\$43.85	\$7.85	\$16.10	\$0.00	\$67.80
	01/01/2016	\$44.80	\$7.85	\$16.10	\$0.00	\$68.75
	07/01/2016	\$45.75	\$7.85	\$16.10	\$0.00	\$69.70
	01/01/2017	\$46.70	\$7.85	\$16.10	\$0.00	\$70.65

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Effective Date Base Wage Health Pension Supplemental Total Rate
Unemployment

Classification

50 55 60 65	\$20.60 \$22.66 \$24.72	\$7.85 \$7.85	\$0.00 \$3.66	Unemployment \$0.00	Total Rate \$28.45
55 60	\$22.66			Ψ0.00	#40.TJ
60		Ψ7.03		\$0.00	\$34.17
	024.72	\$7.85	\$3.99	\$0.00	\$34.17
00	\$26.78	\$7.85	\$3.99 \$4.32	\$0.00	\$38.95
70	\$28.84	\$7.85	\$14.11	\$0.00	\$50.80
75	\$30.90	\$7.85	\$14.44	\$0.00	\$53.19
					\$55.58
90	\$37.08	\$7.85	\$15.44	\$0.00	\$60.37
ve Date - 07/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
50	\$21.03	\$7.85	\$0.00	\$0.00	\$28.88
55	\$23.13	\$7.85	\$3.66	\$0.00	\$34.64
60	\$25.23	\$7.85	\$3.99	\$0.00	\$37.07
65	\$27.33	\$7.85	\$4.32	\$0.00	\$39.50
70	\$29.44	\$7.85	\$14.11	\$0.00	\$51.40
75	\$31.54	\$7.85	\$14.44	\$0.00	\$53.83
80	\$33.64	\$7.85	\$14.77	\$0.00	\$56.26
90	\$37.85	\$7.85	\$15.44	\$0.00	\$61.14
GRICHIRA VIRIIIIIAAP IIIIIIIIIA991 MORARRO GAPAORERA ILIIIIIIANP IIIOMIIIII	PPANISH INLIHIPY PRISHAN GOMENY IIMIIINYY SIPUPAN GIIIAIIIII	WHITEIH HEAVY LEEL LEEL AND THE SECOND SECON	abili melsenyepi eyilehegili illiliyalgiliki i	пине виносом чеосом започения	men minimum, merekada surmani
Steps are 750 hrs.					
ntice to Journeyworker Ratio:1	$pprox_{i}$ . As the second constant of the second constant $pprox_{i}$	teritoriale materialism delicable	er nombood arvidida. Servicio	systematic landerwis. Adhidrent emit/fe	Sir - Chilliphys - Lindgerys - Andgement
	80 90  ve Date - 07/01/2014  percent 50 55 60 65 70 75 80 90  Steps are 750 hrs.	80 \$32.96 90 \$37.08  ve Date - 07/01/2014 percent Apprentice Base Wage 50 \$21.03 55 \$23.13 60 \$25.23 65 \$27.33 70 \$29.44 75 \$31.54 80 \$33.64 90 \$37.85  Steps are 750 hrs.	80 \$32.96 \$7.85 90 \$37.08 \$7.85  ve Date - 07/01/2014 percent Apprentice Base Wage Health 50 \$21.03 \$7.85 55 \$23.13 \$7.85 60 \$25.23 \$7.85 65 \$27.33 \$7.85 70 \$29.44 \$7.85 75 \$31.54 \$7.85 80 \$33.64 \$7.85 80 \$33.64 \$7.85 90 \$37.85 \$7.85  Steps are 750 hrs.	\$80 \$32.96 \$7.85 \$14.77 90 \$37.08 \$7.85 \$15.44   ve Date - 07/01/2014 percent Apprentice Base Wage Health Pension  50 \$21.03 \$7.85 \$0.00  55 \$23.13 \$7.85 \$3.66  60 \$25.23 \$7.85 \$3.99  65 \$27.33 \$7.85 \$4.32  70 \$29.44 \$7.85 \$14.11  75 \$31.54 \$7.85 \$14.41  75 \$31.54 \$7.85 \$14.41  80 \$33.64 \$7.85 \$14.77  90 \$37.85 \$7.85 \$14.77  90 \$37.85 \$7.85 \$15.44	\$80 \$32.96 \$7.85 \$14.77 \$0.00 \$90 \$37.08 \$7.85 \$15.44 \$0.00 \$27.85 \$15.44 \$0.00 \$21.03 \$7.85 \$15.44 \$0.00 \$21.03 \$7.85 \$0.00 \$

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 04/02/2014
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	Step	ve Date - 12/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	damental and a supersum of
	1	55	\$22.27	\$10.00	\$0.00	\$0.00	\$32.27	
	2	60	\$24.29	\$10.00	\$14.18	\$0.00	\$48.47	
	3	65	\$26.32	\$10.00	\$14.18	\$0.00	\$50.50	
	4	70	\$28.34	\$10.00	\$14.18	\$0.00	\$52.52	
	5	75	\$30.37	\$10.00	\$14.18	\$0.00	\$54.55	
	6	80	\$32,39	\$10.00	\$14.18	\$0.00	\$56.57	
	7	85	\$34.42	\$10.00	\$14.18	\$0.00	\$58.60	
	8	90	\$36.44	\$10.00	\$14.18	\$0.00	\$60.62	
	Notes:		MINISTER MINISTER MINISTER ALTERNATION STATEMENT STATEMENT	ALTONOMOV TOVIONER LAND	حد المستهدر المستهدد فعيري			
·		ntice to Journeyworker Ratio:1	which definite features, billion definite susseeds .	milymmid milymmid (i.m. qiphigi	INTO MITTORNIH III III MANAIII VAAAN	ERIC VIEWERENE VANAMEREN ORMITTAÇO, NI	and the difference of the following the same of the sa	
VAC (DUCT EETMETAL WO		OCAL 17 - A	02/01/2014	4 \$42	.76 \$9.82	\$19.74	\$2.17	\$74.49
			08/01/201	4 \$43	.61 \$9.82	\$19.74	\$2.17	\$75.34
			02/01/201:	5 \$44	.51 \$9.82	\$19.74	\$2.17	\$76.24
			08/01/201	5 \$45	.51 \$9.82		\$2.17	\$77.2
			02/01/201	6 \$46	.51 \$9.82		\$2.17	\$78.24
			08/01/201				\$2.17	\$79.39
			02/01/201				\$2.17	\$80.49
			08/01/201				\$2.17	\$81.59
For apprentice	rates see "	Apprentice- SHEET METAL WORKER"	02/01/201	8 \$51	.01 \$9.82	\$19.74	\$2.17	\$82.74
····		CONTROLS)	03/01/201	4 \$44	.45 \$13.0	00 \$14.68	\$0.00	\$72.13
ECTRICIANS LO	OCAL 103		09/01/201				\$0.00	\$72.82
			03/01/201				\$0.00	\$73.56
			09/01/201				\$0.00	\$74.55
			03/01/201				\$0.00	\$75.53
For apprentice	rates see "	Apprentice- ELECTRICIAN"						
VAC (TESTI LEETMETAL WO		D BALANCING - AIR)	02/01/201	4 \$42	.76 \$9.82	\$19.74	\$2.17	\$74.49
EEIMEIAL WO	MARKD LC	QAL 17 - A	08/01/201	4 \$43	.61 \$9.82	\$19.74	\$2.17	\$75.34
			02/01/201	5 \$44	.51 \$9.82	\$19.74	\$2.17	\$76.24
			08/01/201	5 \$45	.51 \$9.82	\$19.74	\$2.17	\$77.2
			02/01/201	6 \$46	.51 \$9.82	\$19.74	\$2.17	\$78.2
			08/01/201	6 \$47	.66 \$9.82	\$19.74	\$2.17	\$79.3
			02/01/201	7 \$48	.76 \$9.82	\$19.74	\$2.17	\$80.4
			08/01/201	7 \$49	.86 \$9.82	\$19.74	\$2.17	\$81.5
For apprentice	: rates see "	Apprentice- SHEET METAL WORKER'	02/01/201	8 \$51	.01 \$9.82	\$19.74	\$2.17	\$82.7
·		D BALANCING -WATER)	03/01/201	2 040	.34 \$8.75	5 \$14.39	\$0.00	\$72.48

Issue Date: 04/02/2014

Wage Request Number:

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	12/01/2013	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE I	06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	06/01/2016	\$37.85	\$7.30	\$12.70	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.85	\$7.30	\$12.70	\$0.00	\$58.85
INSULATOR (PIPES & TANKS)	09/01/2013	\$42,11	\$10.95	\$12.10	\$0.00	\$65.16
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2014	\$44.11	\$10.95	\$12.10	\$0.00	\$67.16

Ammontion	ASRESTOS INSIII ATI	OR (Pinge &	Tanks) - Local 6 Boston
Apprentice -	- MODEOLOO INSCLAL	$JX \cap Des \alpha$	Tanks) - Local o Dosion

1 50 \$21.06 \$10.95 \$9.00 \$0.00 \$ 2 60 \$25.27 \$10.95 \$9.62 \$0.00 \$ 3 70 \$29.48 \$10.95 \$10.24 \$0.00 \$ 4 80 \$33.69 \$10.95 \$10.86 \$0.00 \$  Effective Date - 09/01/2014 Step percent Apprentice Base Wage Health Pension Unemployment Total  1 50 \$22.06 \$10.95 \$9.00 \$0.00 \$ 2 60 \$26.47 \$10.95 \$9.62 \$0.00 \$ 3 70 \$30.88 \$10.95 \$10.24 \$0.00 \$ 4 80 \$35.29 \$10.95 \$10.86 \$0.00 \$		
2 60 \$25.27 \$10.95 \$9.62 \$0.00 \$ 3 70 \$29.48 \$10.95 \$10.24 \$0.00 \$ 4 80 \$33.69 \$10.95 \$10.86 \$0.00 \$  Effective Date - 09/01/2014 Step percent Apprentice Base Wage Health Pension Unemployment Total  1 50 \$22.06 \$10.95 \$9.00 \$0.00 \$  2 60 \$26.47 \$10.95 \$9.62 \$0.00 \$  3 70 \$30.88 \$10.95 \$10.24 \$0.00 \$  4 80 \$35.29 \$10.95 \$10.86 \$0.00 \$  Stocks:	Tota	otal Rate
3 70 \$29.48 \$10.95 \$10.24 \$0.00 \$ 4 80 \$33.69 \$10.95 \$10.86 \$0.00 \$  Effective Date - 09/01/2014 Step percent Apprentice Base Wage Health Pension Unemployment Tota  1 50 \$22.06 \$10.95 \$9.00 \$0.00 \$  2 60 \$26.47 \$10.95 \$9.62 \$0.00 \$  3 70 \$30.88 \$10.95 \$10.24 \$0.00 \$  4 80 \$35.29 \$10.95 \$10.86 \$0.00 \$  Notes:		\$41.01
4 80 \$33.69 \$10.95 \$10.86 \$0.00 \$  Effective Date - 09/01/2014 Step percent Apprentice Base Wage Health Pension Unemployment Total  1 50 \$22.06 \$10.95 \$9.00 \$0.00 \$  2 60 \$26.47 \$10.95 \$9.62 \$0.00 \$  3 70 \$30.88 \$10.95 \$10.24 \$0.00 \$  4 80 \$35.29 \$10.95 \$10.86 \$0.00 \$		\$45.84
Effective Date - 09/01/2014 Step percent Apprentice Base Wage Health Pension Unemployment Total  1 50 \$22.06 \$10.95 \$9.00 \$0.00 \$  2 60 \$26.47 \$10.95 \$9.62 \$0.00 \$  3 70 \$30.88 \$10.95 \$10.24 \$0.00 \$  4 80 \$35.29 \$10.95 \$10.86 \$0.00 \$  Notes:		\$50.67
Step         percent         Apprentice Base Wage         Health         Pension         Unemployment         Total           1         50         \$22.06         \$10.95         \$9.00         \$0.00         \$           2         60         \$26.47         \$10.95         \$9.62         \$0.00         \$           3         70         \$30.88         \$10.95         \$10.24         \$0.00         \$           4         80         \$35.29         \$10.95         \$10.86         \$0.00         \$    Notes:		\$55.50
Step         percent         Apprentice Base Wage         Health         Pension         Unemployment         Total           1         50         \$22.06         \$10.95         \$9.00         \$0.00         \$           2         60         \$26.47         \$10.95         \$9.62         \$0.00         \$           3         70         \$30.88         \$10.95         \$10.24         \$0.00         \$           4         80         \$35.29         \$10.95         \$10.86         \$0.00         \$   Notes:		
2 60 \$26.47 \$10.95 \$9.62 \$0.00 \$ 3 70 \$30.88 \$10.95 \$10.24 \$0.00 \$ 4 80 \$35.29 \$10.95 \$10.86 \$0.00 \$  Notes:	Tot	otal Rate
3 70 \$30.88 \$10.95 \$10.24 \$0.00 \$ 4 80 \$35.29 \$10.95 \$10.86 \$0.00 \$  Notes:		\$42.01
4 80 \$35.29 \$10.95 \$10.86 \$0.00 \$  Notes:		\$47.04
Motes:		\$52.07
		\$57.10
Steps are 1 year		Schladsom
Apprentice to Journeyworker Ratio:1:4	IIIbane 16680. Abaleum	AND PARTY AND THE PARTY AND TH

IRONWORKER/WELDER \$0.00 03/16/2014 \$41.19 \$7.70 \$19.25 \$68.14 IRONWORKERS LOCAL 7 (BOSTON AREA)

Issue Date: 04/02/2014 Wage Request Number: 20140402-039 Page 16 of 39 Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

	Appre	ntice - II	RONWORKER - Local 7 Box	ston					
	Effect Step	ive Date - percent	03/16/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	<b>a</b>
	1	60		\$24.71	\$7.70	\$19.25	\$0.00	\$51.66	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
	2	70		\$28.83	\$7.70	\$19.25			
	3	75		\$20.89	\$7.70	\$19.25 \$19.25	\$0.00 \$0.00	\$55.78 \$57.84	
	4	80		\$30.89 \$32.95	\$7.70				
	5	85				\$19.25	\$0.00	\$59.90	
	6	90		\$35.01 \$37.07	\$7.70 \$7.70	\$19.25 \$19.25	\$0.00 \$0.00	\$61.9 <del>6</del> \$64.02	
	Ü	70		\$37.07	\$7.70	\$19.23	20.00	<b>504.</b> 02	2
	Notes:	mie ejeessesie siiinnatee	takonkouziu utakistuskyti jajutatziski uniquitutuk suyalijatifu uzishistotat ut	интерроватичного возможения в подоставления подоставления в подоставления в подоставления в подоставления в под	Eyembilitistischen van der Steiner Ste	ARTERITATION (ARTERIALISMOS) ART ARTERIALISMOS	medicales statementally securities of	Phomostic Substitution in reference on Section 2	
		** Struc	tural 1:6; Ornamental 1:4						
	Appre	entice to Jo	ourneyworker Ratio:**	HILIHAY KIRBERGE EKKINGERI EKKINGER UPTOAKA HILIHANDIP	HILLIAM HILLIAMA (PLANISMO)	meginalor molosopot smoothala	manufum Admested meetings are	Phos. IIIIIIIII. IIII-seiiii veiikis	
		VING BR	EAKER OPERATOR	12/01/2013	3 \$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE	3 I			06/01/2014	\$34.3	5 \$7.30	\$12.70	\$0.00	\$54.35
				12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
				06/01/201:	\$35.8	5 \$7.30	\$12.70	\$0.00	\$55.85
				12/01/201:	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
				06/01/201	5 \$37.3:	5 \$7.30	\$12.70	\$0.00	\$57.35
			•	12/01/201	\$38.3	5 \$7.30	\$12.70	\$0.00	\$58.35
For apprentice	rates see	"Apprentice-	LABORER"						
LABORERS - ZONI	S <i>I</i>			12/01/201		5 \$7.30	\$12.70	\$0.00	\$53.35
				06/01/201	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
				12/01/201	\$34.8	5 \$7.30	\$12.70	\$0.00	\$54.85
				06/01/201	\$35.60	9 \$7.30	\$12.70	\$0.00	\$55.60
				12/01/201	5 \$36.3:	5 \$7.30	\$12.70	\$0.00	\$56.35
				06/01/201	5 \$37.10	97.30	\$12.70	\$0.00	\$57.10
				12/01/201	5 \$38.10	\$7.30	\$12.70	\$0.00	\$58.10

Classification

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_	pprentice - ffective Dat	LABORER - Zone I e - 12/01/2013						
	tep perce		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60		\$20.01	\$7.30	\$12.70	\$0.00	\$40.01	***************************************
2	70		\$23.35	\$7.30	\$12.70	\$0.00	\$43.35	
3	80		\$26.68	\$7.30	\$12.70	\$0.00	\$46.68	
4	90		\$30.02	\$7.30	\$12.70	\$0.00	\$50.02	
E	ffective Dat	e - 06/01/2014				Supplemental		
St	tep perce	nt	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$20.46	\$7.30	\$12.70	\$0.00	\$40.46	
2	70		\$23.87	\$7.30	\$12.70	\$0.00	\$43.87	
3	80		\$27.28	\$7.30	\$12.70	\$0.00	\$47.28	
4	90		\$30.69	\$7.30	\$12.70	\$0.00	\$50.69	
N	otes:	TT-17711 II-ISERIANNA ANAFO-ARI SEFENNALE MINIMANA MARIANNANIA AMBANINA AMBANINA	II. AAAFAATRIN MIRIILALIVI *ALAARIYNA BAABAAA JIRRANAJA. WAAAAAAAA	hadaminat aproximate anaphydain	Madeson states and make Attended	A.M.A.MA.F	www.mma. seema.ev.edmin. year-liv-livethin. yearliba-mily	
······································		Journeyworker Ratio:1:5				Annual Astronomy Advantages (Approximately and analysts)	the angleting were experience	
ABORER: CARI 1BORERS - ZONE I	PENTER TE	INDER	12/01/201	\$33.35	\$7.30	\$12.70	\$0.00	\$53.35
			06/01/201	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
			12/01/201	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
			06/01/201:	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
			12/01/201:	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
			06/01/201	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
For anymethos major		ion I ADODED#	12/01/201	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
For apprentice rate ABORER: CEMI			10/1/001	800.07	## A.C	610.70	20.00	
ABORERS - ZONE 1	LIVI I IIVIDI	ILK TENDER	12/01/201			\$12.70	\$0.00	\$53.35
			06/01/201			\$12.70	\$0.00	\$54.10
			12/01/201-			\$12.70	\$0.00	\$54.85
			06/01/201			\$12.70	\$0.00	\$55.60
			12/01/201			\$12.70	\$0.00	\$56.35
			06/01/201			\$12.70	\$0.00	\$57.10
For apprentice rate	es see "Apprent	ice- LABORER"	12/01/201	5 \$38.10	\$7.30	\$12.70	\$0.00	\$58.10
	ARDOUS W	ASTE/ASBESTOS REMOV	/ER 12/01/201	3 \$33.50	\$7.30	\$12.70	\$0.00	\$53.50
IBORERS - ZONE I			06/01/201	4 \$34.25	\$7.30	\$12.70	\$0.00	\$54.25
			12/01/201			\$12.70	\$0.00	\$55.00
			06/01/201			\$12.70	\$0.00	\$55.75
			12/01/201			\$12.70	\$0.00	\$56.50
For apprentice rate	es see "Apprent	ice- LABORER"						

	•					Cumplama-4-3	
Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDEL	8	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE 1	•	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
		12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
		06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
		12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
		06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
		12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentic		ende					
LABORER: MULTI-TRADE T	TENDER	12/01/2013	\$33.35	\$7.30	\$12.70	\$0.00	\$53.35
LABORERS - ZONE I		06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
		12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
		06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
		12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
		06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
		12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
For apprentice rates see "Apprentic	ce- LABORER"		4/4/-16-2/-16-4	·			**************************************
LABORER: TREE REMOVER	8	12/01/2013	\$33.35	\$7.30	\$12.70	\$0.00	\$53.35
LABORERS - ZONE 1		06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
		12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
		06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
		12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
		06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
		12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
	ee work associated with the removal of standing tree of operation, maintenance or repair of utility compar					s not done for	
LASER BEAM OPERATOR	<u> </u>	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE 1		06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
		12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
		06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
		12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
		06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
		12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprenti	ce- LABORER"	~=\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	930.55	Ψ,.50	7		900,00
MARBLE & TILE FINISHER		02/01/2014	\$36.66	\$10.18	\$16.83	\$0.00	\$63.67
BRICKLAYERS LOCAL 3 - MARBLE &	E TILE	08/01/2014	\$37.37	\$10.18	\$16.90	\$0.00	\$64.45
		02/01/2015	\$37.82	\$10.18	\$16.90	\$0.00	\$64.90
		08/01/2015	\$38.53	\$10.18	\$16.97	\$0.00	\$65.68
		02/01/2016	\$38.98	\$10.18	\$16.97	\$0.00	\$66.13
		08/01/2016	\$39.68	\$10.18	\$17.05	\$0.00	\$66.91
		02/01/2017	\$40.14	\$10.18	\$17.05	\$0.00	\$67.37
		O#1031#011	ψ-V.17	J10.10	W11.00	ΨΟΙΟΟ	φυιώι

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Supplemental Total Rate Unemployment

• •	rentice - $M$ etive Date -	ARBLE & TILE FINISHER - 02/01/2014	- Local 3 Marble & Tile					
Step	percent	02/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	11120	\$18.33	\$10.18	\$16.83	\$0.00	\$45.34	
2	60		\$22.00	\$10.18	\$16.83	\$0.00	\$49.01	
3	70		\$25.66	\$10.18	\$16.83	\$0.00	\$52.67	
4	80		\$29.33	\$10.18	\$16.83	\$0.00	\$56.34	
5	90		\$32.99	\$10.18	\$16.83	\$0.00	\$60.00	
					/			
Effect Step	etive Date - percent	08/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$18.69	\$10.18	\$16.90	\$0.00	\$45.77	
2	60		\$22.42	\$10.18	\$16.90	\$0.00	\$49.50	
3	70		\$26.16	\$10.18	\$16.90	\$0.00	\$53.24	
4	80		\$29.90	\$10.18	\$16.90	\$0.00	\$56.98	
5	90		\$33.63	\$10.18	\$16.90	\$0.00	\$60.71	
Note	S:	hadridana, salainaddi ariitanni maleiridh rerisadan silaidhleir mhe	adolotii: 3:11aAkkolov votro-enn assminovon niverbolins v <del>oi-</del> skininte	-Assuration worker-th aredone	Selection Solument Tolkings	resolution assessment engineering see	ananga manatara nanggupa wentung	
-							\$ 1 2 1	
Appi	rentice to Jo	urneyworker Ratio:1:3	silimi aminishipi nasasaran, wakistinin amis-taari wassasiis.	ASSACLISM ASSAULTANI ZIIIIIIKIMA	Decardo do America Ministra	ereministen stessministers honosineren hind	AND ASSESSMENT AND ASSESSMENT ASS	
		RS & TERRAZZO MECH	02/01/2014	\$48.1	.0 \$10.18	\$18.15	\$0.00	\$76.43
BRICKLAYERS LOCAL 3 -	MARBLE & TIL	Œ	08/01/201	4 \$49.0	90 \$10.18	\$18.22	\$0.00	\$77.40
			02/01/201	5 \$49.5	\$10.18	\$18.22	\$0.00	\$77.96
			08/01/201	5 \$50.4	\$10.18	\$18.29	\$0.00	\$78.93
			02/01/201	6 \$51.0	3 \$10.18	\$18.29	\$0.00	\$79.50
			08/01/201	6 \$51.9	3 \$10.18	\$18.37	\$0.00	\$80.48
			02/01/201	7 \$52.5	\$10.18	\$18.37	\$0.00	\$81.05

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Supplemental Unemployment

	entice - MARBLE-TILE-TERRAZZO	O MECHANIC - Local 3 Ma	rble & Tile				
<b>Effec</b> Step	tive Date - 02/01/2014 percent	Apprentice Base Wage	Health .	Pension	Supplemental Unemployment	Total Rate	
1	50	\$24.05	\$10.18	\$18.15	\$0.00	\$52.38	
2	60	\$28.86	\$10.18	\$18.15	\$0.00	\$57.19	
3	70	\$33.67	\$10.18	\$18.15	\$0.00	\$62.00	
4	80	\$38.48	\$10.18	\$18.15	\$0.00	\$66.81	
5	90	\$43.29	\$10.18	\$18.15	\$0.00	\$71.62	
Effec	tive Date - 08/01/2014				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	<u> </u>
1	50	\$24.50	\$10.18	\$18.22	\$0.00	\$52.90	
2	60	\$29.40	\$10.18	\$18.22	\$0.00	\$57.80	
3	70	\$34.30	\$10.18	\$18.22	\$0.00	\$62.70	•
4	80	\$39.20	\$10.18	\$18.22	\$0.00	\$67.60	•
5	90	\$44.10	\$10.18	\$18.22	\$0.00	\$72.50	•
Note	name nemotify attenues of statistical measured subtoducts oversities statements misseers.	in Signature, Alemaning Statescook authoritiske whileforce countrigen	anang-aga-	Mangalatin wijikaningar Migayaningar	and the second second second		
App	centice to Journeyworker Ratio:1:5	www.dorig	шимми эсп-чен о-санши в	HIAHAI HAARAAN MIHAHII	IIILLILIIXX Wherever shilledilli. Live	nominer memberni ostrusinis rosmenni	
MECH. SWEEPER O	PERATOR (ON CONST. SITES) LOCAL 4	12/01/201	3 \$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see	e "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAIN OPERATING ENGINEERS		12/01/201	3 \$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates se-	e "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone		04/01/201	4 \$35.73	\$9.80	\$16.21	\$0.00	\$61.74
MILLWRIGHTS LOCAL 11.	21 - Zone I	10/01/201	4 \$36.68	\$9.80	\$16.21	\$0.00	\$62.69
		04/01/201	5 \$37.64	\$9.80	\$16.21	\$0.00	\$63.65

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		ntice - $M$ ive Date -	VLLWRIGHT - Local 1121 . 04/01/2014	Zone 1					
	Step	percent	04/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$19.65	\$9.80	\$4.48	\$0.00	\$33.93	
	2	65		\$23.22	\$9.80	\$13.36	\$0.00	\$46.38	
	3	75		\$26.80	\$9.80	\$14.18	\$0.00	\$50.78	
	4	85		\$30.37	\$9.80	\$14.99	\$0.00	\$55.16	
	Effect	ive Date -	10/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$20.17	\$9.80	\$4.48	\$0.00	\$34.45	
	2	65		\$23.84	\$9.80	\$13.36	\$0.00	\$47.00	
	3	75		\$27.51	\$9.80	\$14.18	\$0.00	\$51.49	
	4	85		\$31,18	\$9.80	\$14.99	\$0.00	\$55.97	
	Notes:		MMMTPFALF MMAJAAAAA MacAAFrass V'IMMTPFAM AAMAAAFIF WAAAAAAFI N	PPRAMA Andrider Veredidel, Sillatelle amplifica estimation	уштором тутунда жебайдаа	safetti safetti sa sa safettiittää eli	surver/Hallon Ammontana Wampina/A jim	Androdes amorthodos Androdos HAMA	
		Steps are	2,000 hours					The second of	
	Appre	entice to Jo	urneyworker Ratio:1:5	remains and the second	Allicontes, management workshops	AAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAA	www.prive.com viscourous	the given in the state of 27th and a strength growth in the state of t	
MORTAR MI		State and A marketing for a commence of the \$14 shows filling of and a market an		12/01/2013	3 \$33.60	\$7.30	\$12.70	\$0.00	\$53.60
ABORERS - ZOI	VE I			06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
				12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
				06/01/201:	5 \$35.83	5 \$7.30	\$12.70	\$0.00	\$55.85
				12/01/201:	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
				06/01/2010	\$37.3	5 \$7.30	\$12.70	\$0.00	\$57.35
For apprenti	ce rates see	"Apprentice- L	.ABORER"	12/01/2016	5 \$38.3	5 \$7.30	\$12.70	\$0.00	\$58.35
	ER THAI	N TRUCK (	CRANES,GRADALLS)	12/01/201	3 \$20.96	\$10.00	\$14.18	\$0.00	\$45.14
For apprenti	ce rates see	"Apprentice- C	PERATING ENGINEERS"						
OILER (TRU) OPERATING EN			DALLS)	12/01/201	3 \$24.43	3 \$10.00	\$14.18	\$0.00	\$48.61
For apprenti	ce rates see	"Apprentice- C	OPERATING ENGINEERS"						
OTHER POW OPERATING EN		-	PMENT - CLASS II	12/01/201	3 \$40.1	I \$10.00	\$14.18	\$0.00	\$64.29
For apprenti	ce rates see	"Apprentice- C	PERATING ENGINEERS"	A.O.A.I.O.A.O.O.O.O.O.O.O.O.O.O.O.O.O.O.	**		a ta anticomment and designately a major specify of the following a proper construction of an experience of an	={	
AINTER (BI		,		01/01/201	4 \$45.9	\$7.85	\$16.10	\$0.00	\$69.86
HITTE BEGINNER	111 00 - ZOW	aur à		07/01/201	4 \$46.70	5 \$7.85	\$16.10	\$0.00	\$70.71
				01/01/201	5 \$47.6	6 \$7.85	\$16.10	\$0.00	\$71.61
				07/01/201	5 \$48.5	6 \$7.85	\$16.10	\$0.00	\$72.51
				01/01/201	6 \$49.5	1 \$7.85	\$16.10	\$0.00	\$73.46
				07/01/201	6 \$50,40	6 \$7.85	\$16.10	\$0.00	\$74.41
				07/01/201	υ ψυσ, ι	Φ			

Step	percent 01/01/2		pprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
1	50	***************************************	\$22.96	\$7.85	\$0.00	\$0.00	\$30.8	31
2	55		\$25.25	\$7.85	\$3.66	\$0.00	\$36.7	76
3	60		\$27.55	\$7.85	\$3.99	\$0.00	\$39.3	39
4	65		\$29.84	\$7.85	\$4.32	\$0.00	\$42.0	)1
5	70		\$32.14	\$7.85	\$14.11	\$0.00	\$54.1	10
6	75		\$34.43	\$7.85	\$14.44	\$0.00	\$56.7	72
7	80		\$36.73	\$7.85	\$14.77	\$0.00	\$59.3	35
8	90		\$41.32	\$7.85	\$15.44	\$0.00	\$64.6	51
Effe	ctive Date - 07/01/2	014				Supplemental		
Step	percent	A	pprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
1	50		\$23.38	\$7.85	\$0.00	\$0.00	\$31.2	23
2	55		\$25.72	\$7.85	\$3.66	\$0.00	\$37.2	23
3	60		\$28.06	\$7.85	\$3.99	\$0.00	\$39.9	90
4	65		\$30.39	\$7.85	\$4.32	\$0.00	\$42.5	56
5	70		\$32.73	\$7.85	\$14.11	\$0.00	\$54.6	59
6	75		\$35.07	\$7.85	\$14.44	\$0.00	\$57.3	36
7	80		\$37.41	\$7.85	\$14.77	\$0.00	\$60.0	)3
8	90		\$42.08	\$7.85	\$15.44	\$0.00	\$65.3	37
Note	Steps are 750 hrs.	THE PROPERTY SECURITIES SECURITIE	NASANSE GIILARIIKI, III.IAANII REPRODUK GIIIAMME	III.hMIIIII. IINIIIPVIIII oolleshaloog	чэмшиг чэмжээн таниагаа.	HISTORY PHISAIRE GERBAPY, US	ANNERSE ESSENTINES AFFECT.	100 mm
App	rentice to Journeywo	rker Ratio:1:1		www.marazazawa www.marazazawa www.		CREMINAL SWEETING SWEETING SIZE	HINNY AMARINANA HISTORYAN, MANAGERI	
*	OR SANDBLAST, NE	*	01/01/2014	\$42.60	\$7.85	\$16.10	\$0.00	\$66.5
	surfaces to be painted a be used. PAINTERS LOCA		07/01/2014	\$43.45	\$7.85	\$16.10	\$0.00	\$67.4
paint rate Stidll	oo asoa.ramiens loca	D SONG 1	01/01/201:	\$44.35	\$7.85	\$16.10	\$0.00	\$68.3
			07/01/2015	\$45.25	\$7.85	\$16.10	\$0.00	\$69.2
			01/01/2016	\$46.20	\$7.85	\$16.10	\$0.00	\$70.1
			07/01/2016	\$47.15	\$7.85	\$16.10	\$0.00	\$71.1
			01/01/2013	\$48.10	\$7.85	\$16.10	\$0.00	\$72.0

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	Step	e Date - 01/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	1	50	\$21.30	\$7.85	\$0.00	\$0.00	\$29.15	~~~~~~~
2	2	55	\$23.43	\$7.85	\$3.66	\$0.00	\$34.94	
3	3	60	\$25.56	\$7.85	\$3.99	\$0.00	\$37.40	
2	4	65	\$27.69	\$7.85	\$4.32	\$0.00	\$39.86	
:	5	70	\$29.82	\$7.85	\$14.11	\$0.00	\$51.78	
6	6	75	\$31.95	\$7.85	\$14.44	\$0.00	\$54,24	
	7	80	\$34.08	\$7.85	\$14.77	\$0.00	\$56.70	
ş	8	90	\$38.34	\$7.85	\$15.44	\$0.00	\$61.63	
	E <b>ffectiv</b> Step	<b>e Date -</b> 07/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50	\$21.73	\$7.85	\$0.00	\$0.00	\$29.58	***************************************
:	2	55	\$23.90	\$7.85	\$3.66	\$0.00	\$35.41	
3	3	60	\$26.07	\$7.85	\$3.99	\$0.00	\$37.91	
2	4	65	\$28.24	\$7.85	\$4.32	\$0.00	\$40.41	
:	5	70	\$30.42	\$7.85	\$14.11	\$0.00	\$52.38	
(	6	75	\$32.59	\$7.85	\$14.44	\$0.00	\$54.88	
,	7	80	\$34.76	\$7.85	\$14.77	\$0.00	\$57.38	
;	8	90	\$39.11	\$7.85	\$15.44	\$0.00	\$62.40	
i na	Notes:	Steps are 750 hrs.	PRINCIPAL COMMINIST MANAGETY, PHYSICIST INSTITUTORS BASISSISS, SISSEPPINIS	HIMMEROHMI SOMMMETT. HISSORYII	hall thillianets verseered summerin	e landedume emisserene servesemit em	antitute missinger zonerady, svenskig	
žs. A	Apprei	tice to Journeyworker Ratio:1:	1	**************************************	as eliciliados arbugilas accomeras.		impa ilipanaan vaigaansi intaaniiri	
		SANDBLAST, REPAINT)	01/01/201	\$40.	66 \$7.85	\$16.10	\$0.00	\$64.6
TERS LOCAL 35	- ZONE	1	07/01/2014	\$41.	51 \$7.85	\$16.10	\$0.00	\$65.4
			01/01/201	5 \$42.	41     \$7.85	\$16.10	\$0.00	\$66.3
							\$0.00	

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07/01/2016

01/01/2017

\$45.21

\$46.16

\$7.85

\$7.85

\$16.10

\$16.10

\$0.00

\$0.00

\$69.16

\$70.11

Pension

Apprentice -	PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint
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	Effecti	ve Date - 01/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.33	\$7.85	\$0.00	\$0.00	\$28.18	
	2	55	\$22.36	\$7.85	\$3.66	\$0.00	\$33.87	
	3	60	\$24.40	\$7.85	\$3.99	\$0.00	\$36.24	
	4	65	\$26.43	\$7.85	\$4.32	\$0.00	\$38.60	
	5	70	\$28.46	\$7.85	\$14.11	\$0.00	\$50.42	
	6	75	\$30.50	\$7.85	\$14.44	\$0.00	\$52.79	
	7	80	\$32.53	\$7.85	\$14.77	\$0.00	\$55.15	
	8	90	\$36.59	\$7.85	\$15.44	\$0.00	\$59.88	
	Effecti	ve Date - 07/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.76	\$7.85	\$0.00	\$0.00	\$28.61	
	2	55	\$22.83	\$7.85	\$3.66	\$0.00	\$34.34	
	3	60	\$24.91	\$7.85	\$3.99	\$0.00	\$36.75	
	4	65	\$26.98	\$7.85	\$4.32	\$0.00	\$39.15	
	5	70	\$29.06	\$7.85	\$14.11	\$0.00	\$51.02	
	6	75	\$31.13	\$7.85	\$14.44	\$0.00	\$53.42	
	7	80	\$33.21	\$7.85	\$14.77	\$0.00	\$55.83	
	8	90	\$37.36	\$7.85	\$15.44	\$0.00	\$60.65	
	Notes:	III «IDOMONO GRIBBILII" IIIINAARIA PAAAARIA VAACAARIA GRIIITAAN IIIILLANIN MYSHININ	-ASIMILITAN INSPERIM MATERIAL MATERIAL MATERIAL MINISTRALIA	ddhabinali Nahwhabir mighrungg	adelisabawi. (Kililisabhw sasivotedii	т военные месоном чинины п	инивы, манион овущени уунин <sub>а</sub>	
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1	www.ga.org spinogggar windi/han kiliniidhe idemalika libbahdade	Dibblehovim Kaladiokera, arabariskor	*11/mm*6/vv =>43/mm*v ==0/V458.0746	endinende Vinderzinn, zimmannen, univer	hyden innsyelling Pinnshyn Vaddellide	
•		MARKINGS)	12/01/201	3 \$33.35	5 \$7.30	\$12.70	\$0.00	\$53.35
BORERS - ZONI	E I		06/01/201-	4 \$34.10	\$7.30	\$12.70	\$0.00	\$54.10
			12/01/201	4 \$34.85	\$7.30	\$12.70	\$0.00	\$54.85
			06/01/201	5 \$35.60	\$7.30	\$12.70	\$0.00	\$55.60
			12/01/201	5 \$36.3:	5 \$7.30	\$12.70	\$0.00	\$56.35
	_		06/01/201	6 \$37.10	\$7.30	\$12.70	\$0.00	\$57.10
			12/01/201	6 \$38,10	97.30	\$12.70	\$0.00	\$58.10
	····	"Apprentice- LABORER"	A A A A A A A A A A A A A A A A A A A	·····		N-00-01-11-11-11-11-11-11-11-11-11-11-11-		
		RUSH, NEW) * faces to be painted are new construct	01/01/201		97.85	\$16.10	\$0.00	\$65.15
		used. <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/201	4 \$42.03	5 \$7.85	\$16.10	\$0.00	\$66.00
Ŷ			01/01/201	5 \$42.9:	\$7.85	\$16.10	\$0.00	\$66.90
			07/01/201	5 \$43.83	5 \$7.85	\$16.10	\$0.00	\$67.80
			01/01/201	6 \$44.80	0 \$7.85	\$16.10	\$0.00	\$68.75
			07/01/201	6 \$45.7:	5 \$7.85	\$16.10	\$0.00	\$69.70
			01/01/201	7 \$46.70	0 \$7.85	\$16.10	\$0.00	\$70.65

1 2 3 4 5 6 7 8 Effective Step 1 2 3 4 5 6 7	50 55 60 65 70 75 80 90 /e Date - 07/01/2014 percent 50 55 60 65 70	\$20.60 \$22.66 \$24.72 \$26.78 \$28.84 \$30.90 \$32.96 \$37.08 Apprentice Base Wage \$21.03 \$23.13 \$25.23 \$27.33	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$0.00 \$3.66 \$3.99 \$4.32 \$14.11 \$14.44 \$14.77 \$15.44 Pension \$0.00 \$3.66 \$3.99	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$28.45 \$34.17 \$36.56 \$38.95 \$50.80 \$53.19 \$55.58 \$60.37 Total Rate \$28.88 \$34.64 \$37.07	
3 4 5 6 7 8  Effective Step 1 2 3 4 5 6 7	60 65 70 75 80 90 /e Date - 07/01/2014 percent 50 55 60 65	\$24.72 \$26.78 \$28.84 \$30.90 \$32.96 \$37.08 Apprentice Base Wage \$21.03 \$23.13 \$25.23	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 Health \$7.85 \$7.85	\$3.99 \$4.32 \$14.11 \$14.44 \$14.77 \$15.44 Pension \$0.00 \$3.66	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$36.56 \$38.95 \$50.80 \$53.19 \$55.58 \$60.37 Total Rate \$28.88 \$34.64	
4 5 6 7 8 Effective Step 1 2 3 4 5 6 7	65 70 75 80 90 7e Date - 07/01/2014 percent 50 55 60 65	\$26.78 \$28.84 \$30.90 \$32.96 \$37.08 Apprentice Base Wage \$21.03 \$23.13 \$25.23	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 Health \$7.85 \$7.85 \$7.85	\$4.32 \$14.11 \$14.44 \$14.77 \$15.44 Pension \$0.00 \$3.66	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$38.95 \$50.80 \$53.19 \$55.58 \$60.37 Total Rate \$28.88 \$34.64	
5 6 7 8 Effective Step 1 2 3 4 5 6 7	70 75 80 90  /e Date - 07/01/2014  percent 50 55 60 65	\$28.84 \$30.90 \$32.96 \$37.08 Apprentice Base Wage \$21.03 \$23.13 \$25.23	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 Health \$7.85 \$7.85	\$14.11 \$14.44 \$14.77 \$15.44 Pension \$0.00 \$3.66	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$50.80 \$53.19 \$55.58 \$60.37 Total Rate \$28.88 \$34.64	
6 7 8 Effective Step 1 2 3 4 5 6 7	75 80 90 /e Date - 07/01/2014 percent 50 55 60 65	\$30.90 \$32.96 \$37.08 Apprentice Base Wage \$21.03 \$23.13 \$25.23	\$7.85 \$7.85 \$7.85 Health \$7.85 \$7.85 \$7.85	\$14.44 \$14.77 \$15.44 Pension \$0.00 \$3.66	\$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00	\$53.19 \$55.58 \$60.37 Total Rate \$28.88 \$34.64	
7 8 Effective Step 1 2 3 4 5 6 7	80 90 Ve Date - 07/01/2014 percent  50  55  60  65	\$32.96 \$37.08 Apprentice Base Wage \$21.03 \$23.13 \$25.23	\$7.85 \$7.85 Health \$7.85 \$7.85 \$7.85	\$14.77 \$15.44 Pension \$0.00 \$3.66	\$0.00 \$0.00 Supplemental Unemployment \$0.00	\$55.58 \$60.37 Total Rate \$28.88 \$34.64	***************************************
8 Effective Step 1 2 3 4 5 6 7	90  ve Date - 07/01/2014  percent  50  55  60  65	\$37.08  Apprentice Base Wage \$21.03 \$23.13 \$25.23	\$7.85  Health  \$7.85  \$7.85  \$7.85	\$15.44  Pension  \$0.00 \$3.66	\$0.00 Supplemental Unemployment \$0.00 \$0.00	\$60.37  Total Rate \$28.88 \$34.64	***************************************
Effective Step 1 2 3 4 5 6 7	percent 50 55 60 65	Apprentice Base Wage \$21.03 \$23.13 \$25.23	### Health \$7.85 \$7.85 \$7.85	Pension \$0.00 \$3.66	Supplemental Unemployment \$0.00	Total Rate \$28.88 \$34.64	
Step 1 2 3 4 5 6 7	50 55 60 65	\$21.03 \$23.13 \$25.23	\$7.85 \$7.85 \$7.85	\$0.00 \$3.66	Unemployment \$0.00 \$0.00	\$28.88 \$34.64	**************************************
2 3 4 5 6 7	55 60 65	\$23.13 \$25.23	\$7.85 \$7.85	\$3.66	\$0.00	\$34.64	
3 4 5 6 7	60 65	\$25.23	\$7.85				
4 5 6 7	65			\$3.99	\$0.00	\$37.07	
5 6 7		\$27.33	\$7.85				
6 7	70		97.00	\$4.32	\$0.00	\$39.50	
7		\$29.44	\$7.85	\$14.11	\$0.00	\$51.40	
	75	\$31.54	\$7.85	\$14.44	\$0.00	\$53.83	
8	80	\$33.64	\$7.85	\$14.77	\$0.00	\$56.26	
	90	\$37.85	\$7.85	\$15.44	\$0.00	\$61.14	
Notes:	writering definition with the state of the	maystatis deliterapine illibratuses deliterates adherimene satellippes	mudaasti dillahas arumman	NESTERAL HUMBERY DOMESTIC	Ballillillia Alkidaldan undrahalii? IIII	NIIIIII' MINAAAAAA AAAAAAAA WAIIIAAA	
Apprer	ntice to Journeyworker Ratio:1:1	Zaladowski wellings werener amwiele' samenens serveldi.	saatuumikke siistavitaaise aaamagaaguu y	Andrewsky have the alliphoses	*sembleCCCC MeanwhileC. sirlablemed silver	WHILE combation Dominated Hamilton	
	RUSH, REPAINT)	01/01/201	4 \$39.26	\$7.85	\$16.10	\$0.00	\$63
RS LOCAL 35 - ZONE	I	07/01/201	4 \$40.11	\$7.85	\$16.10	\$0.00	\$64
		01/01/201	5 \$41.01	\$7.85	\$16.10	\$0.00	\$64

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07/01/2016

01/01/2017

\$43.81

\$44.76

\$7.85

\$7.85

\$16.10

\$16.10

\$0.00

\$0.00

\$67.76

\$68.71

Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT

	Effect Step	ive Date - 01/01/2014 percent	Apprentice Base Wage	Lloolth	Pension	Supplemental Unemployment	Total Rate	
	7000.701.1							
	1	50	\$19.63	\$7.85	\$0.00	\$0.00	\$27.48	
	2	55	\$21.59	\$7.85	\$3.66	\$0.00	\$33.10	
	3	60	\$23.56	\$7.85	\$3.99	\$0.00	\$35.40	
	4	65	\$25.52	\$7.85	\$4.32	\$0.00	\$37.69	
	5	70	\$27.48	\$7.85	\$14.11	\$0.00	\$49.44	
	6	75	\$29.45	\$7.85	\$14.44	\$0.00	\$51.74	
	7	80	\$31.41	\$7.85	\$14.77	\$0.00	\$54.03	
	8	90	\$35.33	\$7.85	\$15.44	\$0.00	\$58.62	
	Effect	ive Date - 07/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.06	\$7.85	\$0.00	\$0.00	\$27.91	
	2	55	\$22.06	\$7.85	\$3.66	\$0.00	\$33.57	
	3	60	\$24.07	\$7.85	\$3.99	\$0.00	\$35.91	
	4	65	\$26.07	\$7.85	\$4.32	\$0.00	\$38.24	
	5	70	\$28.08	\$7.85	\$14.11	\$0.00	\$50.04	
	6	75	\$30.08	\$7.85	\$14.44	\$0.00	\$52.37	
	7	80	\$32.09	\$7.85	\$14.77	\$0.00	\$54.71	
	8	90	\$36.10	\$7.85	\$15.44	\$0.00	\$59.39	
	Notes:	66 IIIIIIAIIII SIIIIIAAA MIIIAAA MIIIIAAA MIIIAAA MIIIIAAA MIIIAAA MIIIIAAA MIIIIAAA MIIIAAA MIIIAAA MIIIIAAA MIIIAAA MIIIAAA MIIIAAA MIIIAAA MIIIAAA	aruli, lihalliaruli' (exabilitir tarimini, taradhiriy limbatevali dheatrishi zilisedhire i	Arregappy dishivitin sounds-c	ешши инжен пален	widowin dramore automoty en	AASSAT INSMEKTIKINE IIIV-AATIIIII. GIIIIIIIII	
	!	Steps are 750 hrs.						
	Appre	entice to Journeyworker Ratio	or estimate material difference of the state of the stat	Silain annua gynnyncy yy	9000703041X 400030401380040 4Pvds414044444	nonlineal committee statement anni	1	
		UCKS DRIVER	12/01/2013	\$31.88	\$9.41	\$8.80	\$0.00	\$50.09
IMSTERS JOIN	T COUNC	IL NO. 10 ZONE A	06/01/2014			\$8.80	\$0.00	\$50.44
			08/01/2014			\$8.80	\$0.00	\$50.94
			12/01/2014			\$9.33	\$0.00	\$51.47
			06/01/2015			\$9.33	\$0.00	\$51.82
			08/01/2015			\$9.33	\$0.00	\$52.32
			12/01/2015			\$10.08	\$0.00	\$53.07
			06/01/2016		*	\$10.08	\$0.00	\$53.57
			08/01/2016			\$10.08	\$0.00	\$54.07
			12/01/2016			\$10.89	\$0.00	\$54.88
R AND DO	OCK CO	NSTRUCTOR (UNDERPINN				\$18.17	\$0.00	
CK)	• •		08/01/2013			\$18.17		\$68.07
E DRIVER LO	CAL 56 (ZC	ONE 1)					\$0.00	\$69.57
E DRIVER			08/01/2015	· · · · · · · · · · · · · · · · · · ·		\$18.17	\$0.00	\$71.07
E DRIVER : DRIVER LOCAL 56 (ZONE 1)		ONE 1)	08/01/2013 08/01/2014			\$18.17	\$0.00	\$68.07
E DRIVER LO			10/01/201/	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57

Pension

Apprentice -	PILE DRIVER - Local 56 Zone 1
T.C. ative Date	09/01/2013

Effect	ive Date -	08/01/2013				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	5 / MILES OF O COMMISSION FOR A STATE OF THE	\$20.05	\$9.80	\$18.17	\$0.00	\$48.02	
2	60		\$24.06	\$9.80	\$18.17	\$0.00	\$52.03	
3	70		\$28.07	\$9.80	\$18.17	\$0.00	\$56.04	
4	75		\$30.08	\$9.80	\$18.17	\$0.00	\$58.05	
5	80		\$32.08	\$9.80	\$18.17	\$0.00	\$60.05	
6	80		\$32.08	\$9.80	\$18.17	\$0.00	\$60.05	
7	90		\$36.09	\$9.80	\$18.17	\$0.00	\$64.06	
8	90		\$36.09	\$9.80	\$18.17	\$0.00	\$64.06	
∃ffect	ive Date -	08/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$20.80	\$9.80	\$18.17	\$0.00	\$48.77	
2	60		\$24.96	\$9.80	\$18.17	\$0.00	\$52.93	
3	70		\$29.12	\$9.80	\$18.17	\$0.00	\$57.09	
4	75		\$31.20	\$9.80	\$18.17	\$0.00	\$59.17	
5	80		\$33.28	\$9.80	\$18.17	\$0.00	\$61.25	
6	80		\$33.28	\$9.80	\$18.17	\$0.00	\$61.25	
7	90		\$37.44	\$9.80	\$18.17	\$0.00	\$65.41	
8	90		\$37.44	\$9.80	\$18.17	\$0.00	\$65.41	
Notes:	MRE BENNEL SHERRING I	ANALASIA MIRAPINA SIIRIIIINNI ANAIRIIIIII VAIIIIANII 9890-ANA	SMMIRRIII (BRIGIIAIII PIIIPII-64) yeeksfilme ebashelib suurfuquet	Aprilogists/ Avtillabilist subsamper	CHIMINIST HITTIP-PAPE MAPHINISM.	P HIIIIIASIRE ORGANISSA ORGINISSA IRR	ANNON NEWSTREE REPORTED ON ON THE	
			HIMBORY SAMOON ANDSSAMO SAMOONS	erutellitä liekkuule uus				
Appre	entice to Jo	urneyworker Ratio:1:3			and an order of A formation and an effection of a formation of the formati	Manager Anadri Anadri Anadri Manager III	VVV 10000000000000000000000000000000000	
STEA	MFITTER		03/01/201	3 \$49.34	<b>\$9.75</b>	\$14.39	\$0.00 %	72.48

PIPEFITTER & STEAMFITTER

PIPEFITTERS LOCAL 537

03/01/2013

\$49.34

\$8.75

\$14.39

\$0.00

\$72.48

Apprentice - PIPEFITTER - Local 537

Step	percent	Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
1	40	\$19.74	\$8.75	\$6.50	\$0.00	\$34.99
<u>!</u>	45	\$22.20	\$8.75	\$14.39	\$0.00	\$45.34
3	60	\$29.60	\$8.75	\$14.39	\$0.00	\$52.74
ŀ	70	\$34.54	\$8.75	\$14.39	\$0.00	\$57.68
5	80	\$39.47	\$8.75	\$14.39	\$0.00	\$62.61

Notes:

\*\* 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic \*\*1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:\*\*

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE 1	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	<b>\$</b> 7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	<b>\$</b> 7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
PLUMBERS & GASFITTERS	03/01/2014	\$49.41	\$9.82	\$14.29	\$0.00	\$73.52
PLUMBERS & GASFITTERS LOCAL 12	09/01/2014	\$50.41	\$9.82	\$14.29	\$0.00	\$74.52
	03/01/2015	\$51.41	\$9.82	\$14.29	\$0.00	\$75.52
	09/01/2015	\$52.41	\$9.82	\$14.29	\$0.00	\$76.52
	03/01/2016	\$53.56	\$9.82	\$14.29	\$0.00	\$77.67
	09/01/2016	\$54.61	\$9.82	\$14.29	\$0.00	\$78.72
	03/01/2017	\$55.61	\$9.82	\$14.29	\$0.00	\$79.72

Apprentice -	PLUMBER/GASFITTER - Local 12
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Effecti	ve Date - 03/	01/2014				Supplemental		
Step	percent	Apprentic	e Base Wage	Health	Pension	Unemployment	Total Rate	
1	35		\$17.29	\$9.82	\$5.33	\$0.00	\$32.44	
2	40		\$19.76	\$9.82	\$6.02	\$0.00	\$35.60	
3	55		\$27.18	\$9.82	\$8.08	\$0.00	\$45.08	
4	65		\$32.12	\$9.82	\$9.47	\$0.00	\$51.41	
5	75		\$37.06	\$9.82	\$10.85	\$0.00	\$57.73	
		01/2014	D 111	77 1.1	<b>.</b>	Supplemental	m	
Step	percent	Apprentic	e Base Wage	Health	Pension	Unemployment	Total Rate	***************************************
1	35		\$17.64	\$9.82	\$5.33	\$0.00	\$32.79	
2	40		\$20.16	\$9.82	\$6.02	\$0.00	\$36.00	
3	55		\$27.73	\$9.82	\$8.08	\$0.00	\$45.63	
4	65		\$32.77	\$9.82	\$9.47	\$0.00	\$52.06	
5	75		\$37.81	\$9.82	\$10.85	\$0.00	\$58.48	
Notes:		мадаль замиция шицеллі, пункция перелечні пералечні пералечні, пинкция, гринцур	APTAMONING SAASAMONINA APTRAMOSTIS	CAMBERTIE - INTERNATION - MINTALMENT - SM	gandarfla minaminin transpigação	THE PROPERTY OF THE PROPERTY SHARE	anticità sotta della contra e antica di anticità di	
		10; 4:14; 5:19/Steps are 1 yr \$54.58 Step5 with lic\$60.90					: :	
Appre	ntice to Journe	yworker Ratio:**			manufacture and a compact of the com	The second secon	The second secon	
PNEUMATIC CONTRO PIPEFITTERS LOCAL 537	OLS (TEMP.)		03/01/2013	\$ \$49.34	\$8.75	\$14.39	\$0.00	\$72.48

For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER"

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR	12/01/2013	\$33.60	* \$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE 1	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	<b>\$</b> 7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	<b>\$12.7</b> 0	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice-LABORER"		******				7
POWDERMAN & BLASTER	12/01/2013	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
ABORERS - ZONE I	06/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	12/01/2014	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	06/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
٥	12/01/2015	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	06/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
	12/01/2016	\$39.10	\$7.30	\$12.70	\$0.00	\$59.10
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE  OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)  OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 25a	05/01/2011	\$29.99	\$7.75	\$5.91	\$0.00	\$43.65
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) CARPENTERS -ZONE 1 (Residential Wood)	04/01/2011	\$37.25	\$8.67	\$15.51	\$0.00	\$61.43
RESIDENTIAL WOOD FRAME CARPENTER **  ** The Residential Wood Frame Carpenter classification applies	05/01/2011	\$27.49	\$6.34	\$6.23	\$0.00	\$40.06

<sup>\*\*</sup> The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS -ZONE

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<sup>1 (</sup>Residential Wood)

 $As of 9/1/09 \ Carpentry \ work \ on \ wood-frame \ residential \ WEATHERIZATION \ projects \ shall \ be \ paid \ the \ RESIDENTIAL \ WOOD \ FRAME \ CARPENTER \ rate.$ 

Supplemental

Unemployment

	Appre	ntice - C	ARPENTER (Residential W	ood Frame) - Zone 1						
		ve Date -	05/01/2011	A	14	t.	D*	Supplemental	70	4 1 D
	Step	percent		Apprentice Base Wag	·		Pension	Unemployment	10	otal Rate
	1	60		\$16.49	\$6.3		\$0.00	\$0.00		\$22.83
÷	2	60		\$16.49	\$6.3		\$6.23	\$0.00		\$29.06
	3	65		\$17.87	\$6.3	4	\$6.23	\$0.00		\$30.44
	4	70		\$19.24	\$6.3	4	\$6.23	\$0.00		\$31.81
	5	75		\$20.62	\$6.3	4	\$6.23	\$0.00		\$33.19
	6	80		\$21.99	\$6.3	4	\$6.23	\$0.00		\$34.56
	7	85		\$23.37	\$6.3	4	\$6.23	\$0.00		\$35.94
	8	90		\$24.74	\$6.3	4	\$6.23	\$0.00		\$37.31
	Notes:	de utsglichte jeljen verglentungsfrags	annersone antiturine sente to the transporter Argentatic sentention a	TOWNSHIP MODERNE, AND THE PROPERTY OF THE PROPERTY AS A SHIPPERTY	one entropyee many		Allianosta astronosta	SARROMANIA WASANIANIAN AND SARROMANIAN AND SAR	ok 000ag000 — mganga kalangan — ag	temperature in a physiological control of the contr
				e-div. Vellabelili aevalokulli. Ilakkullila Villillilako willilak						
	Appre	ntice to Jo	urneyworker Ratio:1:5	and the second of the second o	III. MAHANGA SAMAI	KKE JEEKhoovske -1144.ee	destiname despriment despriment		CHIPSE WILLIAM IN	emmasi em essesse
	RIDE-ON MOTORIZED BUGGY OPERATOR		OPERATOR	12/01/20	13	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE	5 /	•		06/01/20	14	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
				12/01/20	14	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
				06/01/20	15	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
				12/01/20	15	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
•				06/01/20	16	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
				12/01/20	16	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice				بن سر قسسترين و رئيس او	.,		**************************************	***************************************	·	
ROLLER/SPRE OPERATING ENGI			NG MACHINE	12/01/20	)13	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice	rates see '	Apprentice-	OPERATING ENGINEERS"							
•		Vaterproof	ng &Roofer Damproofg)	02/01/20	)14	\$39.21	\$10.50	\$10.70	\$0.00	\$60.41
ROOFERS LOCAL	در			08/01/20	)14	\$40.11	\$10.50	\$10.70	\$0.00	\$61.31
				02/01/20	)15	\$41.01	\$10.50	\$10.70	\$0.00	\$62.21
				08/01/20	)15	\$41.91	\$10.50	\$10.70	\$0.00	\$63.11
				02/01/20	)16	\$42.81	\$10.50	\$10.70	\$0.00	\$64.01

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		ntice - ROOFER - Local 33 ve Date - 02/01/2014						
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$19.61	\$10.50	\$3.38	\$0.00	\$33.49	
	2	60	\$23.53	\$10.50	\$10.70	\$0.00	\$44.73	
	3	65	\$25.49	\$10.50	\$10.70	\$0.00	\$46.69	
	4	75	\$29.41	\$10.50	\$10.70	\$0.00	\$50.61	
	5	85	\$33.33	\$10.50	<b>\$</b> 10.70	\$0.00	\$54.53	
	Effecti	ive Date - 08/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.06	\$10.50	\$3.38	\$0.00	\$33.94	
	2	60	\$24.07	\$10.50	\$10.70	\$0.00	\$45.27	
	3	65	\$26.07	\$10.50	\$10.70	\$0.00	\$47.27	
	4	75	\$30.08	\$10.50	\$10.70	\$0.00	\$51.28	
	5	85	\$34.09	\$10.50	\$10.70	\$0.00	\$55.29	
	Appre	Step 1 is 2000 hrs.; Steps 2-5 are 1 ntice to Journeyworker Ratio:**	WOOD IN THE CASE PARTY	Average EMERITARI SERVITARIL	HIMERICA WASSESSION SHITISTIFIII	IIIIAPOMIID (IIIIIIIQAFO IIQNQAFO, ganq	ngijin njajayatin wajmilan Panaigan	
		E / PRECAST CONCRETE	02/01/201	4 \$39.4€	\$10.50	\$10.70	\$0.00	\$60.66
ROOFERS LOCAL	33		08/01/201	4 \$40.36	\$10.50	\$10.70	\$0.00	\$61.56
			02/01/201	5 \$41.2 <del>6</del>	\$10.50	\$10.70	\$0.00	\$62.46
			08/01/201	5 \$42.16	\$10.50	\$10.70	\$0.00	\$63.36
	. ,	n A CONTRAIN	02/01/201	6 \$43.06	\$10.50	\$10.70	\$0.00	\$64.26
SHEETMETAI		"Apprentice- ROOFER"	00/01/001	4 640.74	, do 02	610.74	ΦΔ 17	07440
SHEETMETAL WO			02/01/201			\$19.74	\$2.17	\$74.49
			08/01/201 02/01/201			\$19.74 \$19.74	\$2.17 \$2.17	\$75.34 \$76.24
			08/01/201			\$19.74	\$2.17	\$70.24
			02/01/201			\$19.74	\$2.17	\$77.24
			08/01/201			\$19.74	\$2.17	\$79.39
			02/01/201			\$19.74	\$2.17	\$80.49
			08/01/201			\$19.74	\$2.17	\$81.59
			02/01/201			\$19.74	\$2.17	\$82.74

Classification

Effective Date Base Wage Health Pension Supplemental Total Rate

Unemployment

Effectiv Step	e Date - percent	02/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40		\$17.10	\$9.82	\$4.28	\$0.00	\$31.20
2	40		\$17.10	\$9.82	\$4.28	\$0.00	\$31.20
3	45		\$19.24	\$9.82	\$8.70	\$1.13	\$38.89
4	45		\$19.24	\$9.82	\$8.70	\$1.13	\$38.89
5	50		\$21.38	\$9.82	\$9.49	\$1.22	\$41.91
6	50		\$21.38	\$9.82	\$9.74	\$1.23	\$42.17
7	60		\$25.66	\$9.82	\$11.05	\$1.40	\$47.93
8	65		\$27.79	\$9.82	\$11.84	\$1.48	\$50.93
9	75		\$32.07	\$9.82	\$13.41	\$1.66	\$56.96
10	85		\$36.35	\$9.82	\$14.48	\$1.82	\$62.47
Effectiv	e Date -	08/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$17.44	\$9.82	\$4.28	\$0.00	\$31.54
2	40		\$17.44	\$9.82	\$4.28	\$0.00	\$31.54
3	45		\$19.62	\$9.82	\$8.70	\$1.13	\$39.27
4	45		\$19.62	\$9.82	\$8.70	\$1.13	\$39.27
5	50		\$21.81	\$9.82	\$9.49	\$1.22	\$42.34
6	50		\$21.81	\$9.82	\$9.74	\$1.23	\$42.60
7	60		\$26.17	\$9.82	\$11.05	\$1.40	\$48.44
8	65		\$28.35	\$9.82	\$11.84	\$1.48	\$51.49
9	75		\$32.71	\$9.82	\$13.41	\$1.66	\$57.60
10	85		\$37.07	\$9.82	\$14.48	\$1.82	\$63.19
Votes:		ommone myregione, valvynali teoridese, anladali		Athaliestici attitudelii, annu	AMMONTHIN , AN AMARA AN WAY WAY WAY AND AN	E affresselle Administration Medicales ( action and action of the control of the	estivitae willendor immeri
	Steps are	b mos.					

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06/01/2013

\$25.81

\$7.07

\$7.05

\$0.00

\$39.93

SIGN ERECTOR

PAINTERS LOCAL 35 - ZONE 1

	N. A.	entice - SIGN ERECTOR - Local 35 ive Date - 06/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.9	8
	2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.7	72
	3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.0	)1
	4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.3	10
	5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.1	9
	6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.4	18
	7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.7	7
	8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.0	)6
	9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.3	35
	Notes	: Steps are 4 mos.	· ALIEPTYN Y MINNYYL AND YLAN MYNINYHIN MINNHYYY ANTONYOL	ALAMONIAN STORMAND POSMILATOR	A branching and a second	ententrishtether Mendfungemen mesmoorssors o	147946545 #AAYWWW AWYWWW IVYWWW	411
	Emission account	** ***********************************	WHITEMAN WHITEMAN MACTIAN SACARAGE SACARAGE SAGARINA PARAMETER S	proposite something assurance	ahkantahah sahahpatan assassiyin	Sanii 1988 - Trainnen anneasan an	kapatanian sakerikaniana sangganga sakerikanian	
	***************************************	entice to Journeyworker Ratio:1:1				AFFECO ALBERTIA		
		H MOVING EQUIP < 35 TONS  CIL NO. 10 ZONE A	12/01/2013	\$32.34	\$9.41	\$8.80	\$0.00	\$50.55
	., 000,,,		06/01/2014	\$32.69	\$9.41	\$8.80	\$0.00	\$50.90
			08/01/2014	\$32.69	\$9.91	\$8.80	\$0.00	\$51.40
			12/01/2014	\$32.69	\$9.91	\$9.33	\$0.00	\$51.93
			06/01/2015	\$33.04	\$9.91	\$9.33	\$0.00	\$52.28
			08/01/2015	\$33.04	\$10.41	\$9.33	\$0.00	\$52.78
			12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53
			06/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$54.03
			08/01/2016	\$33.54	\$10.91	\$10.08	\$0.00	\$54.53
			12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
		H MOVING EQUIP > 35 TONS	12/01/2013	\$32.63	\$9.41	\$8.80	\$0.00	\$50.84
BAMSI BKS JOIN	VI COUNC	TIL NO. 10 ZONE A	06/01/2014	\$32.98	\$9.41	\$8.80	\$0.00	\$51.19
			08/01/2014	\$32.98	\$9.91	\$8.80	\$0.00	\$51.69
			12/01/2014	\$32.98	\$9.91	\$9.33	\$0.00	\$52.22
			06/01/2015	\$33.33	\$9.91	\$9.33	\$0.00	\$52.57
			08/01/2015	\$33.33	\$10.41	\$9.33	\$0.00	\$53.07
			12/01/2015	\$33.33	\$10.41	\$10.08	\$0.00	\$53.82
			06/01/2016	5 \$33.83	\$10.41	\$10.08	\$0.00	\$54.32
			08/01/2016	5 \$33.83	\$10.91	\$10.08	\$0.00	\$54.82
			12/01/2016				\$0.00	

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INKLER FITT	I ER LOCAL 550 - (Sectio	v. 4) 7	03/01/2014	\$53.58	\$8.42	\$13.60	\$0.00	\$75.60
MALEN FILLENS	TOCATI 330 - (Sectio	n nj zane i	10/01/2014	\$54.73	\$8.42	\$13.60	\$0.00	\$76.75
			01/01/2015	\$54.73	\$8.42	\$13.75	\$0.00	\$76.90
			03/01/2015	\$55.73	\$8.42	\$13.75	\$0.00	\$77.90
			10/01/2015	\$56.88	\$8.42	\$13.75	\$0.00	\$79.05
			01/01/2016	\$56.88	\$8.67	\$13.90	\$0.00	\$79.45
			03/01/2016	\$57.88	\$8.67	\$13.90	\$0.00	\$80.45
			10/01/2016	\$59.03	\$8.67	\$13.90	\$0.00	\$81.60
			03/01/2017	\$60.03	\$8.67	\$13.90	\$0.00	\$82.60
	pprentice - SP	RINKLER FITTER - Local 03/01/2014	550 (Section A) Zone 1			Supplemental		
St	tep percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35		\$18.75	\$8.42	\$8.25	\$0.00	\$35.42	
2	2 40		\$21.43	\$8.42	\$8.25	\$0.00	\$38.10	
3	3 45	•	\$24.11	\$8.42	\$8.25	\$0.00	\$40.78	
4	50		\$26.79	\$8.42	\$8.25	\$0.00	\$43.46	
5	5 55		\$29.47	\$8.42	\$8.25	\$0.00	\$46.14	
6	60		\$32.15	\$8.42	\$8.25	\$0.00	\$48.82	
7	65		\$34.83	\$8.42	\$8.25	\$0.00	\$51.50	
8	3 70		\$37.51	\$8.42	\$8.25	\$0.00	\$54.18	
9	75		\$40.19	\$8.42	\$8.25	\$0.00	\$56.86	
1	0 80		\$42.86	\$8.42	\$8.25	\$0.00	\$59.53	
			ψ 1 m ( O O	00.12	ψ0.25	\$0.00	Ψυν.υυ	
	ffective Date -	10/01/2014				Supplemental		
-,	tep percent	P-P-SIMAAPANAN ASSESSMENTALIAN SEEDING	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	PA1111188844 W 148888811.W
1			\$19.16	\$8.42	\$8.25	\$0.00	\$35.83	
2	40		\$21.89	\$8.42	\$8.25	\$0.00	\$38.56	
3	45		\$24.63	\$8.42	\$8.25	\$0.00	\$41.30	
4	50		\$27.37	\$8.42	\$8.25	\$0.00	\$44.04	
5	5 55		\$30.10	\$8.42	\$8.25	\$0.00	\$46.77	
6	60		\$32.84	\$8.42	\$8.25	\$0.00	\$49.51	
7	65		\$35.57	\$8.42	\$8.25	\$0.00	\$52.24	÷
8	70		\$38.31	\$8.42	\$8.25	\$0.00	\$54.98	
9	75		\$41.05	\$8.42	\$8.25	\$0.00	\$57.72	
1	0 80		\$43.78	\$8.42	\$8.25	\$0.00	\$60.45	
<b>N</b>	40/45/50/3	entered prior 9/30/10: 55/60/65/70/75/80/85	engenera statement statement authorizen, annentatur pijarjanari s	MAGGIORIAA GINGINAUNIA MIZZAATADI AM	ANDONESIA IAMANAMI JAHANIAA .	ANNINGATOR ANTIBATION (2445,5444, 154	Addition with the control of the con	
Susana	Steps are	Control Contro	емни окцирол комоним алемент чинини шинчет ы	ATTENNA STANDARD PARTOCOLO TO	marine announce consumer w	mentaris standario delibrido del	dr- commer amplion minima	
		ırneyworker Ratio:1:3		***************************************			····	**************************************
EAM BOILER ERATING ENGINEE			12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
		PERATING ENGINEERS"					P—	18000maturation (Administrations
	PROPELLED (	OR TRACTOR DRAWN	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29

Wage Request Number:

20140402-039

Effective Date Base Wage

Classification

SPRINKLER FITTER

04/02/2014

Issue Date:

Supplemental

Unemployment

Total Rate

Page 35 of 39

Pension

Health

Comparison	Classification For apprentice rat	tes see "/	Apprentice- OPERATING ENGINEERS"	Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rat
0901/2014   \$33.84   \$13.00   \$13.56   \$0.00   \$50.40     09091/2015   \$34.85   \$13.00   \$13.06   \$50.00   \$60.44     09091/2015   \$34.85   \$13.00   \$13.00   \$51.08   \$0.00   \$61.18     03091/2016   \$35.81   \$13.00   \$513.00   \$513.00   \$50.00   \$61.18     Apprentice   TELECOMMUNICATION TECHNICIAN - Local 103     Effective Date   03/01/2014   Apprentice Base Wage   Health   Pension   Total Rate     1			ON TECHNICIAN	03/01/2014	\$33.44	\$13.00	\$13.03	\$0.00	\$59.47
Apprentice	&CTRICIANS LOC₄	AL 103		09/01/2014	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89
### Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103  Effective Date - 03/01/2014  Stop percent				03/01/2015	\$34.38	\$13.00	\$13.06	\$0.00	\$60.44
### Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103  Effective Date - 03/01/2014    Stop   percent				09/01/2015	\$35.10	\$13.00	\$13.08	\$0.00	\$61.18
Effective Date - 03/01/2014   Apprentice Base Wage   Health   Pension   Unimproprietal   Total Rate				03/01/2010	5 \$35.81	\$13.00	\$13.10	\$0.00	\$61.91
1				ECHNICIAN - Local 103			Supplementa	ध	
2 40	<u> </u>	Step	percent	Apprentice Base Wage	Health	Pension			
\$ 45   \$15.05   \$13.00   \$10.29   \$0.00   \$38.34   4		1	40	\$13.38	\$13.00	\$0.40	\$0.0	0 <b>\$26.78</b>	
4 45   \$15.05   \$13.00   \$10.29   \$0.00   \$38.34   \$5 50   \$16.72   \$13.00   \$10.54   \$0.00   \$40.26   \$6 55   \$18.39   \$13.00   \$10.79   \$0.00   \$442.18   \$7 60   \$22.06   \$13.00   \$11.04   \$0.00   \$441.10   \$8 65   \$22.174   \$13.00   \$11.29   \$0.00   \$446.03   \$9 70   \$23.41   \$13.00   \$11.54   \$0.00   \$47.95   \$10 75   \$25.08   \$13.00   \$11.79   \$0.00   \$49.87   \$		2	40	\$13.38	\$13.00	\$0.40	\$0.0	0 \$26.78	
Second   Side		3	45	\$15.05	\$13.00	\$10.29	\$0.0	0 \$38.34	
6 55 \$ \$18.39 \$13.00 \$10.79 \$0.00 \$42.18 \$7 60 \$20.06 \$13.00 \$11.04 \$0.00 \$44.10 \$8 65 \$21.74 \$13.00 \$11.29 \$0.00 \$44.10 \$8 65 \$21.74 \$13.00 \$11.29 \$0.00 \$44.10 \$9.70 \$23.41 \$13.00 \$11.54 \$0.00 \$47.95 \$10 75 \$25.08 \$13.00 \$11.54 \$0.00 \$47.95 \$10 75 \$25.08 \$13.00 \$11.79 \$0.00 \$47.95 \$10 75 \$25.08 \$13.00 \$11.79 \$0.00 \$49.87 \$10 75 \$25.08 \$13.00 \$11.79 \$0.00 \$49.87 \$10 75 \$10 75 \$25.08 \$13.00 \$11.79 \$0.00 \$49.87 \$10 75 \$1		4	45	\$15.05	\$13.00	\$10.29	\$0.0	0 \$38.34	
7 60 \$20.06 \$13.00 \$11.04 \$0.00 \$44.10 8 6.65 \$21.74 \$13.00 \$11.29 \$0.00 \$46.03 9 70 \$23.41 \$13.00 \$11.29 \$0.00 \$46.03 9 70 \$23.41 \$13.00 \$11.79 \$0.00 \$47.95 10 75 \$25.08 \$13.00 \$11.79 \$0.00 \$49.87 \$    Effective Date - O9/01/2014		5	50	\$16.72	\$13.00	\$10.54	\$0.0	0 \$40.26	
8 65 \$21.74 \$13.00 \$11.29 \$0.00 \$46.03 \$9 70 \$23.41 \$13.00 \$11.54 \$0.00 \$47.95 \$10 75 \$25.08 \$13.00 \$11.54 \$0.00 \$47.95 \$10 75 \$25.08 \$13.00 \$11.79 \$0.00 \$49.87 \$	:	6	55	\$18.39	\$13.00	\$10.79	\$0.0	0 \$42.18	
9 70		7	60	\$20.06	\$13.00	\$11.04	\$0.0	9 \$44.10	
Effective Date -   O9/01/2014   Step   percent   O9/01/2014   Apprentice Base Wage   Health   Pension   Supplemental Unemployment   Total Rate		8	65	\$21.74	\$13.00	\$11.29	\$0.0	0 \$46.03	
Effective Date - 09/01/2014   Apprentice Base Wage   Health   Pension   Supplemental Unemployment   Total Rate		9	70	\$23.41	\$13.00	\$11.54	\$0.0	0 \$47.95	
Step   percent   Apprentice Base Wage   Health   Pension   Unemployment   Total Rate		10	75	\$25.08	\$13.00	\$11.79	\$0.0	0 \$49.87	
1   40				Apprentice Base Wage	Health	Pension			
2 40 \$13.54 \$13.00 \$0.41 \$0.00 \$26.95 \$ 3 45 \$15.23 \$13.00 \$10.30 \$0.00 \$38.53 \$ 4 45 \$15.23 \$13.00 \$10.30 \$0.00 \$38.53 \$ 5 50 \$16.92 \$13.00 \$10.55 \$0.00 \$40.47 \$ 6 55 \$18.61 \$13.00 \$10.80 \$0.00 \$42.41 \$ 7 60 \$20.30 \$13.00 \$11.05 \$0.00 \$44.35 \$ 8 65 \$22.00 \$13.00 \$11.05 \$0.00 \$44.35 \$ 8 65 \$22.00 \$13.00 \$11.55 \$0.00 \$44.35 \$ 8 65 \$22.00 \$13.00 \$11.80 \$0.00 \$46.30 \$ 9 70 \$23.69 \$13.00 \$11.55 \$0.00 \$46.30 \$ 9 70 \$23.69 \$13.00 \$11.80 \$0.00 \$50.18 \$    Notes:							\$0 O		
\$\begin{array}{c ccccccccccccccccccccccccccccccccccc		2							
4 45 \$15.23 \$13.00 \$10.30 \$0.00 \$38.53 \$ 5 50 \$16.92 \$13.00 \$10.55 \$0.00 \$40.47 \$ 6 55 \$18.61 \$13.00 \$10.80 \$0.00 \$42.41 \$ 7 60 \$20.30 \$13.00 \$11.05 \$0.00 \$44.35 \$ 8 65 \$22.00 \$13.00 \$11.30 \$0.00 \$44.35 \$ 9 70 \$23.69 \$13.00 \$11.55 \$0.00 \$48.24 \$ 10 75 \$25.38 \$13.00 \$11.80 \$0.00 \$50.18 \$    Notes:		3	45						
5 50 \$16.92 \$13.00 \$10.55 \$0.00 \$40.47 6 55 \$18.61 \$13.00 \$10.80 \$0.00 \$42.41 7 60 \$20.30 \$13.00 \$11.05 \$0.00 \$44.35 8 65 \$22.00 \$13.00 \$11.30 \$0.00 \$46.30 9 70 \$23.69 \$13.00 \$11.55 \$0.00 \$48.24 10 75 \$25.38 \$13.00 \$11.80 \$0.00 \$50.18    Notes:		4	45						
\$ 18.61 \$13.00 \$10.80 \$0.00 \$42.41 \$7 60 \$20.30 \$13.00 \$11.05 \$0.00 \$44.35 \$8 65 \$22.00 \$13.00 \$11.05 \$0.00 \$44.35 \$8 65 \$22.00 \$13.00 \$11.30 \$0.00 \$46.30 \$9 70 \$23.69 \$13.00 \$11.55 \$0.00 \$48.24 \$10 75 \$25.38 \$13.00 \$11.80 \$0.00 \$50.18 \$\$\$\$ Notes: \$\$\$ 22.5.38 \$13.00 \$11.80 \$0.00 \$50.18 \$\$\$\$\$\$\$\$\$ Notes: \$\$\$\$ 02/01/2014 \$47.00 \$10.18 \$18.15 \$0.00 \$75.33 \$10.18 \$18.22 \$0.00 \$76.30 \$10.10		5							
7 60 \$20.30 \$13.00 \$11.05 \$0.00 \$44.35 \$8 65 \$22.00 \$13.00 \$11.30 \$0.00 \$46.30 \$9 70 \$23.69 \$13.00 \$11.55 \$0.00 \$48.24 \$10 75 \$25.38 \$13.00 \$11.80 \$0.00 \$50.18 \$\$  Notes:    Notes:		6							
8 65 \$22.00 \$13.00 \$11.30 \$0.00 \$46.30 \$9 70 \$23.69 \$13.00 \$11.55 \$0.00 \$48.24 \$10 75 \$25.38 \$13.00 \$11.80 \$0.00 \$50.18 \$\$\$ Notes:    Notes:		7							
9 70 \$23.69 \$13.00 \$11.55 \$0.00 \$48.24 \$10 75 \$25.38 \$13.00 \$11.80 \$0.00 \$50.18 \$\$\$ \$\$\$ \$\$\$ \$\$\$ \$\$\$ \$\$\$ \$\$\$ \$\$\$ \$\$\$ \$									
10 75 \$\ \$\subseteq\$ \text{\$\subseteq\$ \text{\$\supseteq\$ \text{\$\subseteq\$ \seteq\$ \text{\$\subseteq\$ \text{\$\subseteq\$ \seteq\$ \sete									
Apprentice to Journeyworker Ratio:1:1  RAZZO FINISHERS  RLAYERS LOCAL 3 - MARBLE & TILE  02/01/2014 \$47.90 \$10.18 \$18.15 \$0.00 \$75.33  02/01/2015 \$48.46 \$10.18 \$18.22 \$0.00 \$76.30  02/01/2015 \$49.36 \$10.18 \$18.22 \$0.00 \$778.30  02/01/2016 \$49.93 \$10.18 \$18.29 \$0.00 \$778.40  08/01/2016 \$50.83 \$10.18 \$18.29 \$0.00 \$78.40  08/01/2016 \$50.83 \$10.18 \$18.37 \$0.00 \$79.95									
Apprentice to Journeyworker Ratio:1:1  RAZZO FINISHERS  RLAYERS LOCAL 3 - MARBLE & TILE  02/01/2014 \$47.00 \$10.18 \$18.15 \$0.00 \$75.33  RLAYERS LOCAL 3 - MARBLE & TILE  08/01/2014 \$47.90 \$10.18 \$18.22 \$0.00 \$76.30  02/01/2015 \$48.46 \$10.18 \$18.22 \$0.00 \$76.86  08/01/2015 \$49.36 \$10.18 \$18.29 \$0.00 \$77.83  02/01/2016 \$49.93 \$10.18 \$18.29 \$0.00 \$78.40  08/01/2016 \$50.83 \$10.18 \$18.37 \$0.00 \$79.38  02/01/2017 \$51.40 \$10.18 \$18.37 \$0.00 \$79.95	1	Notes:	THE PARTY CONTROL OF THE PARTY	Wallafield infahifiati Affickathi diffahidin ulifikadin Wallafieli	AMMARIAN	September 17500 Australia September 17500 Australia September 17500 Australia Australia September 17500 Australia Au	opiningham, nemberata Salakabi	orthodolista records out reproducts satisficing	
RAZZO FINISHERS  02/01/2014 \$47.00 \$10.18 \$18.15 \$0.00 \$75.33  08/01/2014 \$47.90 \$10.18 \$18.22 \$0.00 \$76.30  02/01/2015 \$48.46 \$10.18 \$18.22 \$0.00 \$76.86  08/01/2015 \$49.36 \$10.18 \$18.29 \$0.00 \$77.83  02/01/2016 \$49.93 \$10.18 \$18.29 \$0.00 \$78.40  08/01/2016 \$50.83 \$10.18 \$18.37 \$0.00 \$79.38  02/01/2017 \$51.40 \$10.18 \$18.37 \$0.00 \$79.95		nagenja senigenste			www.e-e weervegion magazawe Aw	WWW-4* with Habilitation To The Control of the Cont	uminakakan Aphadakka spajadajust		
08/01/2014       \$47.90       \$10.18       \$18.22       \$0.00       \$76.30         02/01/2015       \$48.46       \$10.18       \$18.22       \$0.00       \$76.86         08/01/2015       \$49.36       \$10.18       \$18.29       \$0.00       \$77.83         02/01/2016       \$49.93       \$10.18       \$18.29       \$0.00       \$78.40         08/01/2016       \$50.83       \$10.18       \$18.37       \$0.00       \$79.38         02/01/2017       \$51.40       \$10.18       \$18.37       \$0.00       \$79.95						****			
08/01/2014       \$47.90       \$10.18       \$18.22       \$0.00       \$76.30         02/01/2015       \$48.46       \$10.18       \$18.22       \$0.00       \$76.86         08/01/2015       \$49.36       \$10.18       \$18.29       \$0.00       \$77.83         02/01/2016       \$49.93       \$10.18       \$18.29       \$0.00       \$78.40         08/01/2016       \$50.83       \$10.18       \$18.37       \$0.00       \$79.38         02/01/2017       \$51.40       \$10.18       \$18.37       \$0.00       \$79.95				02/01/201	4 \$47.00	\$10.18	\$18.15	\$0.00	\$75.33
08/01/2015       \$49.36       \$10.18       \$18.29       \$0.00       \$77.83         02/01/2016       \$49.93       \$10.18       \$18.29       \$0.00       \$78.40         08/01/2016       \$50.83       \$10.18       \$18.37       \$0.00       \$79.38         02/01/2017       \$51.40       \$10.18       \$18.37       \$0.00       \$79.95		, ,,,,,,	un un unual Site of Post for	08/01/201	4 \$47.90	\$10.18		\$0.00	\$76.30
02/01/2016       \$49.93       \$10.18       \$18.29       \$0.00       \$78.40         08/01/2016       \$50.83       \$10.18       \$18.37       \$0.00       \$79.38         02/01/2017       \$51.40       \$10.18       \$18.37       \$0.00       \$79.95				02/01/201					\$76.86
08/01/2016       \$50.83       \$10.18       \$18.37       \$0.00       \$79.38         02/01/2017       \$51.40       \$10.18       \$18.37       \$0.00       \$79.95				08/01/201	5 \$49.36	\$10.18		\$0.00	\$77.83
02/01/2017 \$51.40 \$10.18 \$18.37 \$0.00 \$79.95				02/01/201		\$10.18			\$78.40
						\$10.18		\$0.00	\$79.38
Date: 04/02/2014 Wage Request Number: 20140402-039				02/01/201	7 \$51.40	\$10.18	\$18.37	\$0.00	\$79.95
STAND TO STAND THE STAND	na Dotas 04	(00/00)	W7 PV	wast Number 201404					

Issue Date: 04/02/2014 Wage Request Number: 20140402-039 Page 36 of 39

Pension

	Step	ve Date - 02/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$23.50	\$10.18	\$18.15	\$0.00	\$51.83	
	2	60	\$28.20	\$10.18	\$18.15	\$0.00	\$56.53	
	3	70	\$32.90	\$10.18	\$18.15	\$0.00	\$61.23	
	4	80	\$37.60	\$10.18	\$18.15	\$0.00	\$65.93	
	5	90	\$42.30	\$10.18	\$18.15	\$0.00	\$70.63	
	Effectiv	ve Date - 08/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$23.95	\$10.18	\$18.22	\$0.00	\$52.35	
	2	60	\$28.74	\$10.18	\$18.22	\$0.00	\$57.14	
	3	70	\$33.53	\$10.18	\$18.22	\$0.00	\$61.93	
	4	80	\$38.32	\$10.18	\$18.22	\$0.00	\$66.72	
	5	90	\$43.11	\$10.18	\$18.22	\$0.00	\$71.51	
	Notes:	- generale sesses yearnes sengales yearnes generale	Approxima americanis dispetantas distributas meliministas americanis (1990/1996)	Dittioner elevated utilities			COMMUNICATION CONTRACTOR CONTRACT	
	Apprei	ntice to Journeyworker Ratio:	11:3	notesian continue rempositi	Annually Annually marketing		TANK ERABBERGE HARRESTAN STEELERPS.	
T BORING			12/01/201	3 \$34.7	0 \$7.30	\$12.90	\$0.00	\$54.9
RERS - FOUI	NDATION .	AND MARINE	06/01/201	\$35.4	5 \$7.30	\$12.90	\$0.00	\$55.6
			12/01/201	\$36.2	0 \$7.30	\$12.90	\$0.00	\$56.4
			06/01/201	\$36.9	5 \$7.30	\$12.90	\$0.00	\$57.1
			12/01/201	\$37.7	0 \$7.30	\$12.90	\$0.00	\$57.9
			06/01/201	5 \$38.4	5 \$7.30	\$12.90	\$0.00	\$58.6
For apprentice	rates see ".	Apprentice- LABORER"	12/01/201	5 \$39.4	5 \$7.30	\$12.90	\$0.00	\$59.6
T BORING	DRILL	ER HELPER	12/01/201	3 \$33.4	2 \$7.30	\$12.90	\$0.00	\$53.6
RERS - FOUI	NDATION .	AND MARINE	06/01/201	4 \$34.1	7 \$7.30	\$12.90	\$0.00	\$54.3
			12/01/201	4 \$34.9	2 \$7.30	\$12.90	\$0.00	\$55.1
			06/01/201	5 \$35.6	7 \$7.30	\$12.90	\$0.00	\$55.8
			12/01/201	5 \$36.4	2 \$7.30	\$12.90	\$0.00	\$56.6
			06/01/201	6 \$37.1	7 \$7.30	\$12.90	\$0.00	\$57.3
For apprentice	rates see "	Apprentice- LABORER"	12/01/201	6 \$38.1	7 \$7.30	\$12.90	\$0.00	\$58.3
T BORING	LABOI	RER	12/01/201	3 \$33.3	0 \$7.30	\$12.90	\$0.00	\$53.5
PRERS - FOU	NDATION .	AND MARINE	06/01/201			\$12.90	\$0.00	\$54.2
			12/01/201	4 \$34.8	0 \$7.30	\$12.90	\$0.00	\$55.0
			06/01/201	5 \$35.5	5 \$7.30	\$12.90	\$0.00	\$55.7
			12/01/201	5 \$36.3	0 \$7.30	\$12.90	\$0.00	\$56.5
			06/01/201	6 \$37.0	5 \$7.30	\$12.90	\$0.00	\$57.2
			00/01/201					4.0.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice-OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2013	\$32.92	\$9.41	\$8.80	\$0.00	\$51.13
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$33.27	\$9.41	\$8.80	\$0.00	\$51.48
	08/01/2014	\$33.27	\$9.91	\$8.80	\$0.00	\$51.98
	12/01/2014	\$33.27	\$9.91	\$9.33	\$0.00	\$52.51
	06/01/2015	\$33.62	\$9.91	\$9.33	\$0.00	\$52.86
	08/01/2015	\$33.62	\$10.41	\$9.33	\$0.00	\$53.36
	12/01/2015	\$33.62	\$10.41	\$10.08	\$0.00	\$54.11
	06/01/2016	\$34.12	\$10.41	\$10.08	\$0.00	\$54.61
	08/01/2016	\$34.12	\$10.91	\$10.08	\$0.00	\$55.11
	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
TUNNEL WORK - COMPRESSED AIR	12/01/2013	\$45.58	\$7.30	\$13.30	\$0.00	\$66.18
LABORERS (COMPRESSED AIR)	06/01/2014	\$46.33	\$7.30	\$13.30	\$0.00	\$66.93
	12/01/2014	\$47.08	\$7.30	\$13.30	\$0.00	\$67.68
	06/01/2015	\$47.83	\$7.30	\$13.30	\$0.00	\$68.43
	12/01/2015	\$48.58	\$7.30	\$13.30	\$0.00	\$69.18
	06/01/2016	\$49.33	\$7.30	\$13.30	\$0.00	\$69.93
	12/01/2016	\$50.33	\$7.30	\$13.30	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"	The same of the second	·	1-1924/ Military and processions and a second		WWW.draw.W.A.Chilabelee	
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  LABORERS (COMPRESSED AIR)	12/01/2013	\$47.58	\$7.30	\$13.30	\$0.00	\$68.18
ADORERS (COM RESSED AIN)	06/01/2014	\$48.33	\$7.30	\$13.30	\$0.00	\$68.93
	12/01/2014	\$49.08	\$7.30	\$13.30	\$0.00	\$69.68
	06/01/2015	\$49.83	\$7.30	\$13.30	\$0.00	\$70.43
	12/01/2015	\$50.58	\$7.30	\$13.30	\$0.00	\$71.18
	06/01/2016	\$51.33	\$7.30	\$13.30	\$0.00	\$71.93
	12/01/2016	\$52.33	\$7.30	\$13.30	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
ΓUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2013	\$37.65	\$7.30	\$13.30	\$0.00	\$58.25
	06/01/2014	\$38.40	\$7.30	\$13.30	\$0.00	\$59.00
	12/01/2014	\$39.15	\$7.30	\$13.30	\$0.00	\$59.75
	06/01/2015	\$39.90	\$7.30	\$13.30	\$0.00	\$60.50
	12/01/2015	\$40.65	\$7.30	\$13.30	\$0.00	\$61.25
	06/01/2016	\$41.40	\$7.30	\$13.30	\$0.00	\$62.00
To constitution and the second of A DODED!	12/01/2016	\$42.40	\$7.30	\$13.30	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"	EVWVORHIHITYOLEYIVALARIA daala aaska aa Aasaada ah aasaa aa aasaa ah aasaa ah aasaa ah aasaa ah aasaa ah aasaa		- A			
FUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2013	\$39.65	\$7.30	\$13.30	\$0.00	\$60.25
	06/01/2014	\$40.40	\$7.30	\$13.30	\$0.00	\$61.00
	12/01/2014	\$41.15	\$7.30	\$13.30	\$0.00	\$61.75
	06/01/2015	\$41.90	\$7.30	\$13.30	\$0.00	\$62.50
	12/01/2015	\$42.65	\$7.30	\$13.30	\$0.00	\$63.25
	06/01/2016	\$43.40	\$7.30	\$13.30	\$0.00	\$64.00
	12/01/2016	\$44.40	\$7.30	\$13.30	\$0.00	\$65.00

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	12/01/2013	\$32.34	\$9.41	\$8.80	\$0.00	\$50.55
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.69	\$9.41	\$8.80	\$0.00	\$50.90
	08/01/2014	\$32.69	\$9.91	\$8.80	\$0.00	\$51.40
	12/01/2014	\$32.69	\$9.91	\$9.33	\$0.00	\$51.93
	06/01/2015	\$33.04	\$9.91	\$9.33	\$0.00	\$52.28
	08/01/2015	\$33.04	\$10.41	\$9.33	\$0.00	\$52.78
	12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53
	06/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$54.03
	08/01/2016	\$33.54	\$10.91	\$10.08	\$0.00	\$54.53
	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
WAGON DRILL OPERATOR	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
LABORERS - ZONE I	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						······································
WASTE WATER PUMP OPERATOR  OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40,49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	03/01/2014	\$49.41	\$9.82	\$14.29	\$0.00	\$73.52
PLUMBERS & GASFITTERS LOCAL 12	09/01/2014	\$50.41	\$9.82	\$14.29	\$0.00	\$74.52
	03/01/2015	\$51.41	\$9.82	\$14.29	\$0.00	\$75.52
	09/01/2015	\$52.41	\$9.82	\$14.29	\$0.00	\$76.52
	03/01/2016	\$53.56	\$9.82	\$14.29	\$0.00	\$77.67
	09/01/2016	\$54.61	\$9.82	\$14.29	\$0.00	\$78.72
	03/01/2017	\$55.61	\$9.82	\$14.29	\$0.00	\$79.72
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "	PLUMBER/GASFITTER"					

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours) unless otherwise specified.

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<sup>\*</sup> Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.

Multiple ratios are listed in the comment field.

<sup>\*\*\*</sup> APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

<sup>\*\*\*\*</sup> APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

## WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor, or public body shall furnish to the awarding authority directly, within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STATEMEN	NT OF COMPLIANCE
	, 20
· · · · · · · · · · · · · · · · · · ·	,
(Name of signatory party) lo hereby state:	(Title)
That I pay or supervise the pay	ment of the persons employed by
	on the
said project have been paid in accordar	(Building or project) teamsters, chauffeurs and laborers employed on nce with wages determined under the provisions of of chapter one hundred and forty nine of the
Sign	ature

## MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM

W. FEDD						Check No.	······································					
				(A×F)	Project Gross Wages (G)	Total Gross Wages				·		-
	indikgi	Min. Wage Rate Sheet No.	llons	(B+C+D+E)		Prev. Wage (F)	·ŀ	,		<b>.</b>	· · · · · · · · · · · · · · · · · · ·	
Payroll No.	Work Week Ending:	Mm. Wage R	Employer Hourly Fringe Barrefft Contributions		Supp	Unemp. (E)						
	, No.		ourly Fringe B		ERISA	Pension Plan (0)						
	Tax Payer ID No.	ocation;	"Employer" H		Heatin & Weltare	Insurance (C)						
		Public Works Project Location.				Wage (B)			·			***************************************
Phone No.:	Contract No:	Public Wo			Project Hours (A)	All Other House						
					Hours	r. Sa						
						Th. Fr.						
					Worked	We						-
		me:				Ţ			140 (2) (3) (4)			
		Public Works Project Name	Subcontractor's Name:			Su, Mo,						
Address		Public War	Subcontrac		Appr	Rate (%)						
						Work Classification:	E .					
					Employee is	OSHA 10 Certifled (?)						,
Vemei	Signáturë:	Awarding Authority's Name:	General / Prime Contractor's Name:			Employee Name & Complete Address						
Company's Name:	Employer's Signature.	Awareing A	General / Pri			Employee Na						

NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

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Date recieved by awarding authority